

DOCUMENT RESUME

ED 203 825

HE 014 161

TITLE Black Employees in Traditionally White Institutions in the Adams States 1975 to 1977.
 INSTITUTION Southern Education Foundation, Atlanta, Ga.
 PUB DATE 81
 NOTE 234p.
 AVAILABLE FROM Southern Education Foundation, 811 Cypress Street, NE, Atlanta, GA 30308.
 EDRS PRICE MF01/PC10 Plus Postage.
 DESCRIPTORS Affirmative Action; *Black Employment; Blacks; *College Desegregation; Court Litigation; Employment Level; Employment Opportunities; *Employment Patterns; Employment Statistics; Equal Opportunities (Jobs); Personnel Integration; *Postsecondary Education; *Racial Discrimination; Salary Wage Differentials; Sex Discrimination
 IDENTIFIERS *Adams v Califano; United States (South)

ABSTRACT

The status of black employees was examined in traditionally white institutions of higher education in eight states affected by the Adams v. Califano desegregation case: patterns of change in that status over a two-year period, 1975-77, were also explored. The object of the study was to use the Equal Employment Opportunity information system to construct longitudinal records on the employment of black workers in order to show relationships between employment variables such as race, sex, salary, and primary occupational activity. A further purpose was to analyze the status of black employees to show relationships between employment variables and institutional types, such as flagship institutions and community colleges, and the selectivity of institutions. Several findings are cited such as: white males dominated at the highest salary levels and black women at the lowest: for blacks the change in primary occupational activity share was greater in non-faculty than in faculty positions; and in 1977 when the opportunity came to hire new workers, 85 percent of those hired were white. Appendices include institutional types, equal employment opportunity commission staff information, blacks as a percent of the total population in the Adams states, and a list of traditionally white institutions eligible for study by the state. (LC)

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**BLACK EMPLOYEES IN TRADITIONALLY WHITE INSTITUTIONS
IN THE ADAMS STATES
1975 TO 1977**

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FOREWARD

The Southern Education Foundation and the family philanthropies which preceded it have had a special and continuing interest in the education of black Americans for more than a hundred years. The Foundation has been concerned particularly with programs aimed at increasing and improving higher education opportunities for blacks in the South.

In April, 1974, the SEF Board of Directors established an in-house project, the Higher Education Program, to address issues which were surfacing as a result of the then Adams v. Richardson case. Under this higher education component, the Foundation supported coalitions formed by citizens to monitor state desegregation plans, sponsored conferences and workshops, published papers, monographs and documents, and awarded general grants which focused specifically on achieving equity in higher education in the ten states affected by the Adams case.

In September, 1978, the Higher Education Program proposed concentrating a major portion of its allocation on a Research Task Force which was formed to plan a research agenda for the Foundation and to commission research projects. This body of seven educators has commissioned ten studies since its inception; this document is presented as the fourth of the research efforts. The first report, A STUDY OF TITLE III IMPACT ON HISTORICALLY BLACK INSTITUTIONS, written by Dr. Cameron Fincher, Institute of Higher Education, University of Georgia, is available to the public at no cost. The second report, RECENT COLLEGE AND UNIVERSITY ENROLLMENT PATTERNS OF BLACK STUDENTS IN STATES AFFECTED BY ADAMS-CALIFANO LITIGATION, written by Dr. William Brazziel, University of Connecticut, and Marian Brazziel, Mansfield Center, Connecticut, and the third report, ACCESS, RETENTION AND PROGRESSION OF BLACK STUDENTS THROUGH THE TWO-TIER FLORIDA HIGHER EDUCATION SYSTEM, by Dr. Charles M. Grigg, Florida State University, may be purchased from the Foundation for \$3.00 each.

Copies of this report and subsequent publications will be available at a cost of \$3.00 each.

Thank you.

Southern Education Foundation
811 Cypress Street, N.E.
Atlanta, Georgia 30308

BLACK EMPLOYEES IN TRADITIONALLY WHITE INSTITUTIONS

in the

Adams States

1975 to 1977

Anne S. Pruitt

Principal Investigator

A REPORT OF RESEARCH COMPLETED UNDER A GRANT

FROM THE

SOUTHERN EDUCATION FOUNDATION

1981

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BLACK EMPLOYEES IN TRADITIONALLY WHITE INSTITUTIONS

IN THE

ADAMS STATES, 1975 to 1977

Chapter 1

Introduction and Research Design

The goal of this research was to describe and analyze the status of black employees in traditionally white institutions (TWIs) of higher education in eight states affected by the Adams v. Califano desegregation case and to identify patterns of change in that status over a two-year period, 1975-77. The object was to use the Equal Employment Opportunity information system (EEO-6) to construct longitudinal records on the employment of black workers in order to show relationships between employment variables such as race, sex, salary, and primary occupational activity. A further purpose was to analyze the status of black employees to show relationships between employment variables and institutional types, such as flagship institutions and community colleges, and the selectivity of institutions.

The biennial EEO-6 reports filed with the U.S. Department of Health, Education, and Welfare (HEW) by the eight states in accordance with court orders were used as the data source (U.S. EEOC, 1975 and 1977). The analysis by institutional types was based on the classification system developed by the Carnegie Commission on Higher Education (1973). The selectivity analysis used the measures of college quality proposed by Astin (1977).

Background

The Adams criteria for the desegregation of state systems of public higher education arose out of the Adams v. Califano lawsuit, initiated in 1970 by the

NAACP Legal Defense Fund, requiring HEW to take action to enforce the provisions of Title VI of the Civil Rights Act of 1964. The criteria have become known as "guidelines" and are used by the Office for Civil Rights in reviewing the progress of the states. The following is the guideline with respect to the racial composition of employees at institutions of higher education:

An acceptable plan shall commit the state system to the goal of increasing the number and proportion of black employees, academic and non-academic, throughout the system and of increasing representation of black citizens among appointive positions on governing boards of the state system and of individual institutions. (Federal Register, 1977)

In 1971, judges in the Federal District Court and the Court of Appeals instructed HEW to secure plans from ten states to dismantle their dual systems of segregated higher education, and included the criterion quoted above. These states, which became known as the "Adams states", were Arkansas, Florida, Georgia, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Pennsylvania, and Virginia. HEW approved the plans of eight states, excluding Louisiana and Mississippi, in June, 1974. These are the states covered in this research. (Amended criteria, issued in July, 1977, were addressed to six of the original states because their efforts had not been adequate. They were Arkansas, Florida, Georgia, North Carolina, Oklahoma, and Virginia. Pennsylvania and Maryland were excluded because they had independently filed suits against HEW.)

This research falls into the category of quantitative analysis of the impact of federal action on the employment status of minorities. This type of research is being generated in order to determine whether or not the considerable amounts of time and money that are expended for enforcement of compliance programs are yielding equally significant results. Such studies inquire into the role of government policy in the progress of black workers. Moreover, there is interest in furthering the cause of equal employment, regardless of specific federal

intervention. Heckman and Wolpin (1976), for example, analyzed 3,700 firms in the Chicago area sampled by the Equal Employment Commission in each of the four years from 1970 to 1973. Loomis (1979) assessed the progress of American Telephone and Telegraph since its consent decree was signed in 1973. On a metropolitan level, the Cleveland Breakthrough Survey (1974) monitored the hiring and promotion of minorities and women into key management and professional positions by major employers in the Greater Cleveland area. And, in the same region, the American Jewish Committee has been measuring since 1970 changes in employment and promotion policies and practices of fifty target companies (American Jewish Committee, Cleveland Chapter, 1978). Variables examined in these studies included salaries and levels of employment by race or religion and sex.

Employment of blacks in white colleges and universities is not new. Observation alone suggests that they have long served as cooks, janitors, yard men, and menial laborers in this sector of the world of work just as they have in the labor force in general. It is in the academic, administrative, and managerial realm that the struggle has been most protracted.

Although constriction of opportunities has characterized the history of both black students and employees in higher education, the record with regard to employees is less clear than that of students. Therefore, a sketch will be provided as a backdrop against which the significance of this research can be understood. The aim of early research and writing on black academicians in white institutions was to identify who they were and where they were located (Moore and Wagstaff, 1974).¹ When in 1974, Moore and Wagstaff reported responses from more than 3,000 black faculty members in white institutions, the number had increased astronomically from the two who were reported to be at Harvard and Chicago in the 1920s. Caplow and McGee (1965) observed in 1958 that "discrimination on the basis of

race appears to be nearly absolute" (p. 226). Lipset and Ladd (cited in Peterson et al., 1978) surveyed faculty in 1975 and found that the previous ten-year period had seen virtually no change in the proportion of black faculty in white schools, and that those who had been hired were found predominantly in less prestigious institutions. While, according to Peterson et al., the presence of black faculty in all of higher education had increased from 2.2 percent in 1969 to 2.9 percent in 1973, the percentages of black women surpassed those for black men in both years. Also, black faculty constituted less than one percent of the faculty in TWIs.

The explanation often advanced to account for this condition is that blacks were not earning the PhD degree. As early as 1894, W.E.B. DuBois went to Wilberforce with a PhD degree and taught for two years. He was then invited by the Department of Sociology at the University of Pennsylvania to conduct a scientific investigation of the problems of Philadelphia. That experience prompted him to share the following observations:

In the Fall of 1896, I went to The University of Pennsylvania as "Assistant Instructor" in Sociology... I was offered a salary of \$800 for a period limited to one year. I was given no real academic standing, no office at the University, no official recognition of any kind; my name was eventually omitted from the catalogue; I had no contact with students, and very little with members of the faculty, even in my department. (DuBois, 1944, p. 44)

Yale reports awarding in 1876 a PhD degree to a black man by the name of Edward Alexander Bouchet. Weinberg (1977) points out that Bouchet closed his career as the principal of black Lincoln High School in Gallipolis, Ohio, having taught only in a black institution. Weinberg further chronicles the history of blacks in white institutions by reporting that by 1936, 80 percent of the black PhDs were employed by black colleges. No blacks, according to a 1940-41

national survey, held tenured positions in TWIs in America. By 1945, 14 black faculty members were located in white institutions. The Rosenwald Fund claimed credit for stimulating their employment. It was the Rosenwald Fund that subsidized the employment of Allison Davis at the University of Chicago and Hale Woodruff at New York University. These appointments were followed by the professorship of Ira deA. Reid, funded at New York University by the General Education Board. By 1946 the number of black faculty in white institutions had risen to 75. A shortage of qualified candidates was the explanation given then as now by many institutions. But, as Weinberg points out, discrimination was blatant. Those blacks who were employed earned lower salaries and held untenured appointments at ranks lower than their white colleagues.

The research and writing reported above document race discrimination in higher education. Sex discrimination with respect to black women was also a fact of life. Prior to 1974 Moore and Wagstaff had been unable to locate a definitive study of black women educators in TWIs. It is believed that their numbers were so small as to make research unproductive. Moore and Wagstaff provided a chapter on black women that serves as a benchmark for research on this topic. Like black men, black women professors and administrators found that black institutions constituted their main access route into academe; and although observation suggests that historically black women were employed by TWIs, in those schools they held their typical sex-segregated occupations, that is, as cooks and maids.

Another source of interest in black women in TWIs derives from the sex discrimination that characterizes the American labor force in general. A recent report by the Ford Foundation (Berger, 1980), shows that although the

number and percentage of employed women has increased rapidly in the last few years, the gap in earnings between males and females has widened, the condition of minority women is exacerbated by race and sex, and they earn considerably lower salaries than white women.

Academe is no exception. Astin and Bayer (1972) reported that men and women faculty members could be distinguished by salaries, promotions, and teaching loads, with women in every instance being in the more disadvantaged position. Regarding women, Caplow and McGee (1958) wrote: "Women scholars are not taken seriously and cannot look forward to a normal professional career". (p. 226)

Although the courts have proved to be a major source of directed change in educational practices in recent years, as noted in the case of black males, the problem of sex discrimination in faculty ranks was confronted first by private foundations. It was not until the late 1960s that the federal government sought to remedy the situation. Preceded by the Civil Rights Act of 1964, Executive Order No. 11246, issued by President Lyndon B. Johnson in September, 1965, provided that all federal contracts include clauses forbidding any contractor from discriminating because of race, color, religion, or national origin. Executive Order No. 11375, effective October, 1968, added a prohibition against discriminating on account of sex. Title VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972) prohibits discrimination in employment--including hiring, upgrading, salaries, fringe benefits, training, and other conditions of employment--on the basis of race, color, religion, national origin, or sex.

The primary provisions for remedying sex discrimination in schools is Title IX of the Civil Rights Act of 1974. It states in part:

No person in the United States shall, on the basis of sex, be excluded from participation in; be denied benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance....

Because the Act was not being enforced, the Center for Law and Social Policy, as counsel for Women's Equity Action League, filed a suit challenging the non-enforcement of this law prohibiting sex discrimination. In 1977, HEW was ordered in Adams v. Califano to institute enforcement proceedings. (Berger, 1980)

The activities of TWIs in employing black men and women were generated, then, from a coalescence of court orders. In sum, the Adams guideline with respect to employment calls for states in virgin territory, primarily in the South, to begin to remove the barriers that had hesitatingly begun to crumble elsewhere in America. It is an unusual historical event, mandating the influx of a new group into the work force of the system of higher education. This research explores the consequences of this phenomenon.

This report is organized as follows. The next section outlines the approach taken in addressing the problem. Chapter 2 summarizes the data for all eight states. Chapter 3 describes four selected states. Chapter 4 provides five discriminant analyses and summarizes the results. The last chapter provides a summary and conclusions.

Rationale

Jurisdictional control, admission requirements, and institutional type are important criteria in providing profiles of schools. All schools in this research are publicly controlled. With respect to admission requirements, institutions can be separated into selectivity levels. This concept, generated by Astin's research (1977), advanced the view that institutions of higher education form a hierarchy based on estimates of the average admission test scores of their entering freshmen. In describing the public hierarchy, he used 1,326 institutions in the United States and divided them into the following groups: three levels of

selectivity each among two-year colleges, four-year colleges, and universities. Astin reported that selective institutions spend more than three times more per student than the least selective four-year and two-year colleges. Also, educational and general expenditures, value of buildings, land and equipment, and library expenditures increase with selectivity. One of the questions explored in this research is whether or not there is a patterned relationship between institutional selectivity and employment of blacks.

Quantitative analysis of the employment status of blacks is important for several reasons. There is considerable question as to whether the criteria relating to employment are strong enough. This is of special concern in the case of faculty. Fairfax (1978) noted that HEW permitted the states to submit plans that have no deadlines but rather commitments to do better eventually. Furthermore, the states have adopted national criteria for the hiring of blacks into positions that require the doctorate. Yet national data on faculty by earned degrees show that the master's degree is the highest earned degree for large numbers of faculty members. Aletsek and Gomberg (1978), studying new faculty in 10 selected fields, point out that of the 10,000 faculty hired in 1976-77, only 49% of those hired at public four-year colleges had the doctorate degree or were within two years of earning it. When asked about preference for the doctorate, only 67% of four-year colleges and 8% of two-year colleges responded positively. This preference was even lower in non-science fields. The one strong point in the employment criteria mandates the states to adopt as a goal the hiring of blacks in positions that do not require the doctorate at a level equal to the percentage of blacks who earn master's degrees in the state. Although EEO-6 report forms do not specify degree levels required for various positions, a quantitative analysis such as the one reported here provides a

basis for examining this matter at some future date.

Quantitative analysis of employment by both race and sex derives from additional considerations. Gurin and Pruitt (1977) argued that

typical presentations of sex and race differentials in wages and occupational position have contributed to, rather than corrected, the erroneous picture of black women as having an edge in the market. Although fewer black women work in the top professions and earn the least of the four sex and race groups, statistics have been exhibited and interpreted in a way that suggests that black women fare relatively well. This has occurred because sex and race discrimination have been treated as totally separate phenomena. Analyses of race discrimination compare the earnings (or job classifications) of blacks and whites, controlling sex, and show that black men experience more discrimination than black women. Analyses of market discrimination by sex compare the earnings of women and men, controlling race, and generally show that white women experience more discrimination than black women. In addition, shifts since 1950 indicate that race discrimination has decreased against black women more than against black men and that sex discrimination has decreased against black women more than against white women. These relative comparisons of race discrimination among men and women, and sex discrimination among blacks and whites, generally have not been interpreted as indicating that black women suffer both sources of discrimination. Failure to do so has resulted in a distorted depiction of the employment status of black women. (p. 89)

To separate the employment of faculty from all others recognizes the distinctive process that takes place in what Caplow and McGee (1958) refer to as the "academic marketplace". It is characterized by a system of collegiality that includes three facets of special importance to the consideration of blacks: data regarding the pool, the "old boy" network, and prestige of prospective faculty members and the hiring institutions. Affirmative Action guidelines have been designed to publicize openings more widely and to make the recruitment process more open. Yet observation suggests that "old boy" networks still impact the process to a considerable degree. It is common practice for greater weight to be assigned to those individuals who have been nominated than to those who would apply. Caplow and McGee argued that these "networks of influence"

were decisive in assuring the placement of students for research and graduate education, and hence for hiring, once the degree was earned. It follows that nominations by prestigious professors from prestigious universities carry the greatest weight.

Despite the fact that Smelser and Content (1980) believe that the current process in faculty recruitment deviates from the Caplow-McGee emphasis upon collegial influence and consensus, observation suggests that it still remains a system over which faculty exert control in a way far different from the control exerted in the hiring of non-faculty, and it is a system into which blacks have not had the same entrée as whites. Promotion and tenure are even more collegial than recruitment. They are greatly influenced by political and economic forces affecting higher education. This project will not delve into the processes of faculty hiring nor promotion and tenure. Yet the dynamics are sufficiently distinctive to call for separation of the two groups, faculty and non-faculty, for analysis.

Analysis of faculty and non-faculty by institutional type raises another issue. On the one hand it could be argued that flagship institutions, being the most prestigious, are also the most visible to enforcement agencies. Under court order they, rather than community colleges, for example, would tend to make the greatest progress in the hiring of blacks. On the other hand, the percentage of black students enrolled could shift attention in the direction of community colleges. In 1978 44% of black students in TWIs were enrolled in community colleges (National Advisory Committee on Black Higher Education and Black Colleges and Universities, 1980), and, with the credentials required for employment at such institutions not as stringent as those at the four-year colleges and universities, community colleges could be expected to lead the way

in the employment of blacks.

This study is motivated by interest in assessing the impact of the Adams guideline on employment on the penetration of blacks into the employment ranks of white colleges and universities. Hence the following questions directed this project:

1. For the years 1975 and 1977, what was the status of black employees regarding primary occupational activity, salary level, length of annual contract, rank and tenure, and source of funding for salary (a) for all eight states? (b) for four states selected on the basis of the following: percentage of blacks in the population; amount of progress in hiring blacks; change in the hiring of blacks; and presence of diverse, long-standing community college system?
2. How were faculty and non-faculty race and sex groups dispersed across institutional types?

Design

Data Source. Data on the employment of blacks by TWIs were retrieved from computer tapes prepared by the HEW Office for Civil Rights (OCR) for the years 1975 and 1977 (U.S. EEOC, 1975 and 1977). Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all institutions of higher education, both public and private, that have 15 or more employees are required to keep records on employees and to file reports biennially with the Equal Employment Opportunity Commission. The computer tapes compiled data by institutions and states from the Higher Education Staff Information form (EEO-6) submitted by each institution.

Because community colleges are relatively new, they were not categorized as traditionally white or black, and therefore all were considered for analysis. A total of 275 institutions was eligible for inclusion in this study. Data on the selectivity of institutions were retrieved from a computer tape prepared by the Higher Education Research Institute (HERI). (Henson, 1973) Since participation in the HERI studies is voluntary, not all TWIs in the OCR file were found in the HERI file. The total available was 232. (See Table 4.1.)

Institutional Types. Four types of institutions were identified using a modification of the classification system set forth by the Carnegie Commission on Higher Education (1973): (1) flagship institutions, (2) doctoral granting institutions, professional schools, and other specialized institutions, (3) comprehensive universities and colleges and liberal arts colleges, and (4) two-year colleges and institutes. Appendix A describes each type.

Selectivity Codes. All institutions were assigned a score according to Astin's coding system, which uses the Scholastic Aptitude Test (SAT) verbal and mathematics (V+M) scores of entering freshmen in public universities and four-year public colleges, and enrollment in two-year public colleges.

Public University

Low	-	SAT V+M less than 1,000
Medium	-	SAT V+M 1,000-1,999
High	-	SAT V+M 2,000 or more

Four-Year Public College

Low	-	SAT V+M less than 935
Medium	-	SAT V+M 935-1,024
High	-	SAT V+M 1,025 or more

Two-Year Public College

Low	-	Enrollment less than 100 Enrollment 100-249
Medium	-	Enrollment 250-499 Enrollment 500-999
High	-	Enrollment 1,000 or more

Employment Categories. The EEO-6 form from which the computer tapes were generated asked each institution for information according to the primary occupational activity (POA) of workers (see Appendix B for a copy of the EEO-6 form). For purposes of data reduction this project combined the categories and created the following four groups: (1) Executive, Administrative, Managerial, and Professional Non-faculty; (2) Faculty; (3) Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts; and (4) Service/Maintenance. The definitions used in the EEOC survey are paraphrased below (U.S. EEOC, 1977; Sanders, 1980).

(1). Executive, Administrative, Managerial, and Professional Non-faculty:
Includes all persons whose assignments require primary (and major) responsibility for management of the institution or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision, etc. Includes chancellor/president, vice-chancellor/president, deans, directors, officers, coordinators, attorneys, administrators, registrars, provosts, chairpersons, executive assistants, assistants and associates to the above if their principal activity is administrative. Also includes all persons whose assignments would either require college graduation or experience of such kind and amount as to provide comparable background. Includes accountants, auditors, purchasing agents, statisticians, engineers, architects, chemists, physicists, biologists, physicians, nurses, other medical and health professional staff, bookstore and other business/service managers, personnel technicians,

planners, coordinators, editors, administrative assistants, supervisors, officers, research associates, consultants, and curators.

(2). Faculty: Includes all persons whose specified assignments are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, classroom teacher, coaches or the equivalent of any one of these academic ranks. Also includes deans, directors, or the equivalents, as well as associate deans, assistant deans, and executive officers of academic departments (chairmen, heads, or the equivalent) if their principal activity is instructional.

(3). Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts: Includes persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal/external communications, recording and retrieval of data (other than computer programmers) and/or information and other paper work required in an office. Includes secretaries, staff, assistants, bookkeepers, stenographers, clerk typists, office-machine operators, statistical clerks, payroll clerks, sales clerks, and library clerks. Includes persons whose assignments require specialized knowledge or skills that may be acquired through experience or academic work, persons who perform some of the duties of a professional or technician in a supportive role. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians, etc. Includes persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training experience

and experience obtained through apprenticeship or other formal training programs.

(4). Service/Maintenance: Includes persons whose assignments require limited degrees of previously acquired skills and knowledge in which workers perform duties that result in or contribute to the comfort and convenience and hygiene of personnel and the student body or that contribute to the upkeep and care of buildings, facilities, or grounds of the institutional property. Includes chauffeurs, laundry and day-cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, groundskeepers, refuse collectors, construction laborers, security personnel, etc.

Data Collection Instrument. As can be seen in form EE0-6, POA is categorized by type of contract, that is, 9-10 month or 11-12 month, and within each category by salary class interval. Faculty, as a POA, is categorized by tenure, non-tenure, or "other" status and, within each category, by rank. The POA labeled Executive, Managerial, Administrative personnel includes some persons with academic rank and tenure.

Differences in sex and race of workers are reported by source of funds used to pay salaries. For example, some full-time staff persons are paid from soft money sources, that is, funds that are not part of the general operating fund budget of the institution. The funds may be from government agencies or private foundations for programs involving public services, research, capital improvements, administration of student-aid programs for grants, work aid, loans, and other miscellaneous services. (For reporting purposes, faculty members are not included in this category.)

Starting in 1977, the states were asked to complete the category titled New Hires to indicate persons employed for full-time work for the first time or after a break in service. (Those returning from sabbaticals are excluded.) Differences

in the POA of New Hires are reported by sex and race.

Racial Groups. Although the EEO-6 reports categorize employees by five racial groups, this research utilized data on only two, white and black. Therefore, data on Hispanic, Asian or Pacific Islanders, and American Indian or Alaskan natives are not reported.

Salary Levels. The necessity to reduce data also required that some salary levels reported on the EEO-6 form be combined. This was done when inspection of the initial run showed empty cells at the lowest and highest levels. A detailed list of these combinations can be obtained from the author.

Data Treatment. The Statistical Package for the Social Sciences (Nie, Hull, Jenkins, Steinbrenner, and Bent, 1975) was used for all data analysis.

Phase I. An overall analysis of the employment of blacks in all eight states was conducted for the base year 1975 and compared with 1977. Each POA was examined for the salary levels and presence of blacks. These data are reported by sex and all are compared with comparable data for white employees. The only primary occupational activity with 9-10 months contracts that had any substantial representation was faculty. All others were practically non-existent, representing less than one percent of all employees. The faculty category, on the other hand, accounted for a major portion of all individuals in that category. For this reason, faculty was the only POA analyzed in the 9-10 month contract section.

Phase II. Four states were selected for more intensive analysis. Inspection of the initial run showed that Arkansas had made the greatest progress in employment of blacks in executive, administrative, managerial, and faculty positions over the two-year period, and that Maryland showed the greatest decrease (Table 1.1). Florida was selected because it had the most highly developed community college system, and Georgia was selected because it was the state with the largest

Table 1.1

Percentage of Black Employees in Executive,
Administrative, Managerial and Faculty Positions
by State and Years, and Percentage Change, 1975-1977

State	Position	Year		% Change in Number 1975-77 ^a
		1975	1977	
Arkansas	EAM ^b	2.1%	4.1%	42.1%
	Faculty ^c	1.2%	2.2%	38.9%
Florida	EAM	5.9	7.2	- 6.5
	Faculty	5.9	6.5	11.1
Georgia	EAM	3.1	3.9	12.1
	Faculty	1.8	1.8	5.0
Maryland	EAM	8.1	7.0	- 13.7
	Faculty	4.5	2.6	-107.1
North Carolina	EAM	4.8	5.4	7.9
	Faculty	4.9	5.0	2.7
Oklahoma	EAM	3.2	3.3	18.2
	Faculty	2.5	2.0	5.9
Pennsylvania	EAM	7.9	6.6	- 26.0
	Faculty	3.5	3.6	11.5
Virginia	EAM	5.4	7.0	17.7
	Faculty	2.1	1.9	13.5

^aPercent Change: $\frac{\text{Difference in Number of black employees 1975-77}}{\text{Total Blacks in 1977}}$

^bExecutive, Administrative, Managerial, 11-12 Month Contracts.

^cFaculty: 9-10 Month Contracts.

proportion of blacks in the population (Table 1.2). Appendix Table C shows proportion of blacks in all eight states.

Phase III. In order to determine how the changes observed in Phase I were dispersed across institutional types and between the sexes and races, stepwise discriminant analyses were performed. For this analysis employees were categorized as faculty or non-faculty and analyzed according to the variables of institutional type, selectivity, race, sex, and year of employment.

Limitations. The major limitation of this project is that it relies upon secondary analysis of statistical reports. This was also an advantage, however, in that time was not spent collecting data from original sources. A related problem was missing data.² Some states provided totals only, without disaggregating data by lines. Only those institutions that completed the EEO-6 forms were included. Also, there is the inevitable difference among institutional respondents in the way they categorize employees.³

One cannot hope to identify all of the factors that explain the movement, or lack thereof, of blacks into TWIs. The interplay of self-selection of places of employment, preference for certain types of institutions, geographical location, and anticipated comfort in a position or institution as well as the aggressiveness or discrimination on the part of the states in seeking such persons must be considered. To the extent that opportunities are available, however, it is instructive to know how they have been used.

Table 1.2

Total and Percent of Employees for 1975 and 1977 by State and Race,
Percent Black of Total Population, 1976

State	Race	Year				Blacks as a Percent of Total Population 1976 ^a
		1975		1977		
		Total Employees	%	Total Employees	%	
All Eight States	Total	188,993		199,561		17
	White	159,752	85 %	167,604	84 %	
	Black	25,378	13.4	27,093	13.6	
	Other	3,863	2	4,864	2.4	
Arkansas	Total	8,990		10,926		17.2
	White	7,894	88	9,700	89	
	Black	1,004	11	1,091	10	
	Other	92	1	135	1	
Florida	Total	34,112		36,774		15.5
	White	28,034	82	29,953	81	
	Black	5,034	15	5,363	15	
	Other	1,044	3	1,458	4	
Georgia	Total	23,055		24,752		27.2
	White	18,783	82	19,076	77	
	Black	4,064	18	5,343	22	
	Other	208	1	333	1	
Maryland	Total	15,812		16,137		20.7
	White	13,695	87	13,887	86	
	Black	1,797	11	1,871	12	
	Other	320	2	379	2	

^aSource: U. S. Bureau of the Census, Statistical Abstracts of the United States: 1979. Washington, D.C., 1979.

Chapter 2

ANALYSIS OF BLACK AND WHITE EMPLOYMENT IN THE EIGHT STATES

POA Analysis - 1975

In 1975 TWIs in the eight states under study employed 188,993 individuals, of whom 84.5% were white, 13.4% black, and two percent, other minorities (Table 2.1). Almost seven percent of all full-time employees were paid in full from soft money funds, and blacks made up 15% of that group.

9-10 Month Contract

Faculty. Table 2.2 shows that there were 34,885 faculty members on 9-10 month contracts. They constituted 18.5% of all employees and 47.8% of all faculty. Females constituted only 26.5% of these employees and blacks 2.9%. White males dominated this group both in numbers and salary level. These employees clustered at level 3 (\$13,000-15,999), followed by level 2 (\$10,000-12,999) and then 4 (\$16,000-18,999). Thus 74% of the individuals in this POA earned between \$10,000 and \$18,999, most of them between \$13,000 and \$15,999. Both black and white males clustered at level 3, while females were at level 2. In addition, females were more prominent than males at level 1 (below \$9,999) and less so at levels 5 (\$19,000-24,999) and 6 (\$25,000 and above). Analysis by race also indicated that 22% of whites were at levels 5 and 6, but only 10% of blacks were.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. There were 26,137 11-12 month employees in this category, or 14% of the total. Only 7% were black but 58% were white males. White males, as shown in Table 2.3,

Table 2.1

Number and Percentage of White, Black, and
Other Minority Employees by State in 1975 and 1977

STATE	EMPLOYEE	Year		Percent Change 1975-1977
		1975	1977	
ADAMS STATES	White N	159,752	167,604	
	%	84.5	83.9	-0.06
	Black N	25,378	27,093	
	%	13.4	13.6	+0.2
	Other N	3,863	4,864	
	%	2.0	2.4	+0.4
	Total N	188,993	199,561	
ARKANSAS	White N	7,894	9,700	
	%	87.8	88.7	+0.9
	Black N	1,004	1,091	
	%	11.1	9.9	-1.2
	Other N	92	135	
	%	1.0	1.2	+0.2
	Total N	8,990	10,926	
FLORIDA	White N	28,034	29,953	
	%	82.1	81.4	-0.7
	Black N	5,034	5,363	
	%	14.8	14.5	-0.3
	Other N	1,044	1,458	
	%	3.1	3.9	+0.8
	Total N	34,112	36,774	
GEORGIA	White N	18,783	19,076	
	%	81.5	77.0	-4.5
	Black N	4,064	5,343	
	%	17.6	21.5	+3.9
	Other N	208	333	
	%	0.9	1.3	+0.4
	Total N	23,055	24,752	
MARYLAND	White N	13,695	13,887	
	%	86.6	86.0	-0.6
	Black N	1,797	1,871	
	%	11.4	11.5	+0.1
	Other N	320	379	
	%	2.0	2.3	+0.3
	Total N	15,812	16,137	

Table 2.2

Salary Levels of Black and White, Full-Time, 9-10 Month Contract Faculty by Sex
for Adams States in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% ^b	1975	1977	% ^Δ	1975	1977	% ^Δ	1975	1977	% ^Δ	1975	1977	% ^Δ	1975	1977	% ^Δ	1975	1977	% ^Δ
WM N	25,184	26,381		703	216		4,561	2,023		7,548	6,173		5,608	6,934		5,427	7,489		1,337	3,551	
%			-1.0	2.7	0.8	-1.9	18.1	7.6	-10.5	29.9	23.3	-6.6	22.2	26.2	+4.0	21.5	28.3	+6.8	5.3	13.4	+8.1
BM N	472	536		37	12		114	89		161	154		82	155		64	96		14	30	
%			+0.1	7.8	2.2	-5.6	24.1	16.6	-7.5	34.1	28.7	-5.4	17.3	28.9	+11.6	13.5	17.9	+4.4	2.9	5.5	+2.6
WF N	8,718	9,549		855	228		3,130	2,125		2,799	3,289		1,208	2,299		675	1,331		51	278	
%			+0.8	9.8	2.3	-9.7	35.9	22.2	-13.7	32.1	34.4	+2.3	13.8	24.0	+10.2	7.7	13.9	+6.2	0.5	2.9	+2.4
BF N	511	628		83	31		201	193		154	219		54	132		19	48		0	5	
%			+0.2	16.2	4.9	-11.3	39.3	30.7	-8.5	30.1	34.8	+4.7	10.5	21.0	+10.5	3.7	7.6	+3.9		0.7	+0.7
Total N	34,885	37,094		1,678	487		8,006	4,237		10,662	9,835		6,952	9,520		6,185	8,964		1,402	3,864	
%				4.8	1.3	-3.5	22.9	11.4	-11.5	30.5	26.5	-4.0	19.9	25.6	+5.7	17.7	24.1	+6.4	4.0	10.4	+6.4

^aFaculty: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977.

Table 2.3

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Executive, Administrative, Managerial, and Professional
Non-Faculty Employees by Sex for Adams States in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	15,125	15,371		1,248	648		2,519	1,917		2,991	2,629		2,560	2,741		2,909	3,606		2,898	3,830	
%			-3.8	8.2	4.2	-4.0	16.6	12.4	-4.2	19.7	17.1	-2.6	16.9	17.8	+0.9	19.2	23.4	+4.2	19.1	24.9	+5.8
BM N	911	936		136	70		278	192		209	244		131	196		95	155		62	79	
%			-0.1	14.9	7.4	-7.5	30.5	20.5	-10.0	22.9	26.0	+3.1	14.3	20.9	+6.6	10.4	16.5	+6.1	6.8	8.4	+1.6
WF N	9,018	10,933		3,102	1,496		3,298	4,605		1,478	2,757		614	1,143		366	660		160	172	
%			+3.9	34.3	13.6	-20.7	36.5	42.1	+5.6	16.3	25.2	+8.9	6.8	10.4	+3.6	4.0	6.0	+2.0	1.7	1.5	-0.2
BF N	1,083	1,177		416	230		344	395		201	335		67	132		42	62		13	33	
%			0	38.4	19.5	-18.9	31.7	33.5	+1.8	18.5	28.4	+9.9	6.1	11.2	+5.1	3.8	5.2	+1.4	1.2	2.8	+1.6
Total N	26,137	28,417		4,902	2,444		6,439	7,109		4,879	5,965		3,372	4,212		3,412	4,483		3,133	4,114	
%				18.7	8.6	-10.1	24.6	25.0	+0.4	18.6	20.9	+2.3	12.9	14.8	+1.9	13.0	15.7	+2.7	11.9	14.4	+2.5

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977.

AP:knk

were divided almost evenly (17-20%) at all but salary level 1 (8%). In comparison, black males and white females clustered at level 2 and black females at level 1. Almost 88% of the employees at level 1 were black males, black females, or white females, but only 10% of those at level 6 were from those three subgroups. A line-by-line analysis indicated that white males dominated the higher paying executive/managerial positions. White females and blacks were predominantly in professional, non-faculty positions, receiving lower salaries. There were 4,804 (18.4%) individuals in executive/managerial positions who also held academic rank and/or tenure, giving them added job security and additional entries into the system. Only 199 (4%) were black. Thus, while 43.8% of the whites held both executive/managerial and faculty positions, only 31.8% of the blacks in the executive positions also held a tenured faculty appointment.

Faculty. Table 2.4 indicates that faculty on 11-12 month contracts represented only 8% (15,802) of all employees but 22% of the total faculty. In comparison with the category above, this category was even more dominated by white males, who made up 75% of the group. While 11% of black females earned salaries at levels 5 and 6, 55% of white males did. Only 12% of white males earned less than \$10,000 annually while on 11-12 month contracts, but 40% of black females were in that group. Clearly, blacks had had little access to these positions. However, the data suggested that, once they became part of this group, it was differences on the basis of sex that characterized their positions. Although black males' salaries were not on a par with white males, they were faring much better than either black or white females.

Secretarial/Clerical, Technical/Paraprofessional, and skilled Crafts. This category of employees was, according to Table 2.5, 73% female and 14% black. As would be expected, over 90% of those in the secretarial/clerical positions were

Table 2.4

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Faculty by Sex
for Adams States in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% ^b	1975	1977	% ^b	1975	1977	% ^b	1975	1977	% ^b	1975	1977	% ^b	1975	1977	% ^b	1975	1977	% ^b
WM N	11,862	12,481		360	124		1,014	496		1,762	1,216		2,150	1,598		3,253	3,570		3,323	5,477	
%			+0.1	3.0	0.9	-2.1	8.5	3.9	-4.6	14.8	9.7	-5.1	18.1	12.8	-5.3	27.4	22.6	-4.8	28.0	43.8	+15.8
BM N	282	308		24	7		45	29		56	55		63	61		57	89		37	67	
%			+0.1	8.5	2.2	-6.3	15.9	9.4	-6.5	19.8	17.8	-2.0	22.3	19.8	-2.5	20.2	28.8	+8.6	13.1	21.7	+8.6
WF N	3,324	3,468		284	92		807	507		919	900		586	787		482	746		246	436	
%			-0.2	8.5	2.6	-5.9	24.2	14.6	-9.6	27.6	25.9	-1.7	17.6	22.6	+5.0	14.5	21.5	+7.0	7.4	12.5	+5.1
BF N	334	352		38	16		97	50		94	111		70	83		26	75		9	17	
%			0	11.3	4.5	-6.8	29.0	14.2	-14.8	28.1	31.5	-3.4	20.9	23.5	+2.6	7.7	21.3	+13.6	2.6	4.8	+2.2
Total N	15,802	16,609		706	239		1,963	1,082		2,831	2,282		2,869	2,529		3,818	4,480		3,615	5,997	
%				4.4	1.4	-3.0	12.4	6.5	-5.9	17.9	13.7	-4.2	18.1	15.2	-2.9	24.1	26.9	+2.8	22.8	36.6	+13.8

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in percentage between 1975 and 1977.

AP:kmk

Table 2.5

Salary Levels of Black and White, Full-Time Secretarial/Clerical, Technical/Paraprofessional,
and Skilled Crafts Employees by Sex for Adams States in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$5,000			2. \$ 5,000-\$ 7,499			3. \$ 7,500-\$ 9,999			4. \$10,000-\$12,999			5. \$13,000-\$15,999			6. \$16,000 and above		
	1975	1977	% ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	12,116	13,029		194	2		2,396	1,373		4,503	3,637		3,846	4,933		886	2,313		291	769	
%			-0.1	1.6	0.1	-1.5	19.7	10.5	-9.2	37.1	27.8	-9.3	31.7	37.8	+6.1	7.3	17.7	+10.4	2.4	5.9	+3.5
BM N	1,608	1,821		85	1		730	509		550	744		184	431		27	94		32	29	
%			+0.1	5.2	0.7	-4.5	45.3	27.9	-17.4	34.2	40.8	+6.6	11.4	23.6	+12.2	1.6	5.1	+3.5	1.9	1.5	-0.4
WF N	32,245	33,450		1,074	119		17,775	11,015		10,654	14,926		2,325	6,661		150	649		267	80	
%			-2.4	3.3	0.3	-3.0	55.1	32.9	-22.2	33.0	44.6	+11.6	7.2	19.9	+12.7	0.4	1.9	+1.5	0.8	0.2	-0.6
BF N	5,721	8,493		349	16		3,465	3,984		1,473	2,851		158	602		9	39		277	1	
%			+2.4	6.1	0.2	-5.9	60.5	53.1	-7.4	25.7	38.0	+12.3	2.7	8.0	+5.3	0.1	0.5	+0.4	4.8	0.0	-4.8
Total N	51,690	55,793		1,702	172		24,366	16,881		17,180	22,158		6,513	12,627		1,072	3,095		867	879	
%				3.2	0.3	-2.9	47.1	30.2	-16.9	33.2	39.7	+6.5	12.6	22.6	+10.0	2.0	5.5	+3.5	1.6	1.5	-0.1

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^bEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^aChange in percentage between 1975 and 1977.

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female. Yet even here, white males held a higher percentage of the higher paid positions. Technical/paraprofessional positions were evenly divided between males and females, although there was a large number of black females at salary level 6 (\$16,000 and above). Finally, females had very little access to the skilled crafts positions which were better paid. White males held 88% of these positions, blacks held 9%, and females 4%. Thus, although all four subgroups clustered at salary levels 2 (\$5,000-7,499) and 3 (\$7,500-9,999), white males dominated the skilled crafts positions and therefore the higher salary levels.

Service/Maintenance. As shown in Table 2.6, service/maintenance employees (54% white and 46% black) constituted 12% of all employees. All four subgroups clustered at salary level 3 (\$5,000-7,499). It was discouraging, however, to find that in 1975 there was still 1% of this group earning less than \$3,000 for year-around full-time employment. Again, the salaries of white males were more often at the top two salary levels (44%), and black females were lowest paid, for example, 30% at level 2 (\$3,000-4,999).

Full-time Faculty by Rank and Tenure

Tenured. In 1975, black and white tenured faculty constituted only 36.4% of all faculty, suggesting that these institutions had a great deal of freedom for promotions and new hires. Only a little over 1% (404) were black, and less than 19% were female (4,909). According to Table 2.7, 4,755 or 23% of white males and 90 or 40% of black males had been tenured with less than associate professor rank. Among tenured female faculty, however, 49% of white females and 76% of black females held less than associate professor appointments. On the other hand, 38% of white males were full professors, but only 15% of the blacks and 17% of white females. Both sex and race differences emerged. In

Table 2.6

Salary Levels of Black and White, Full-Time Service/Maintenance Employees
by Sex for Adams States in 1975 and 1977

Employee ^a	Salary Level														
	Total			1. Below \$3,000			2. \$3,000-\$4,999			3. \$5,000-\$7,499			4. \$7,500-\$9,999		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	8,480	7,917		52	13		538	51		4,126	2,685		2,802	3,037	
%			-1.9	0.6	0.1	-0.5	6.3	0.6	-5.7	48.6	33.9	-14.6	33.0	38.3	+5.3
BM N	5,600	5,598		51	43		1,191	88		3,248	3,340		909	1,493	
%			+0.3	0.9	0.7	-0.2	21.2	1.5	-19.6	58.0	59.6	+1.6	16.2	26.6	+10.4
WF N	4,158	4,336		98	19		678	53		2,310	2,013		963	1,858	
%			+1.1	2.3	0.4	-1.8	16.3	1.2	-15.0	55.5	46.4	-9.0	23.1	42.8	-19.7
BF N	5,280	5,332		41	12		1,558	107		2,935	3,809		646	1,021	
%			+0.5	0.7	0.2	-0.4	29.5	2.0	-27.4	55.5	71.4	+15.9	12.2	19.1	+6.9
Total N	23,518	23,183		242	87		3,965	299		12,619	11,847		5,320	7,409	
%				1.0	0.3	-0.7	16.8	1.0	-15.7	53.6	42.0	-11.5	22.6	26.2	+3.6

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977,

Table 2.7

Rank of Black and White, Full-Time Tenured Faculty by Sex for Adams States in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	21,360	23,176		8,213	9,290		8,392	9,260		2,919	3,113		1,836	1,513	
%			0	38.4	40.0	+1.6	39.2	39.9	+0.7	13.6	13.4	-0.2	8.5	6.5	-2.0
BM N	223	295		46	69		87	118		38	58		52	50	
%			+0.2	20.6	23.3	+2.7	39.0	40.0	+1.0	17.0	19.6	+2.6	23.3	16.9	-6.4
WF N	4,808	5,307		833	1,042		1,648	1,871		1,384	1,514		943	880	
%			+0.2	17.3	19.6	+2.3	34.2	35.2	+1.0	28.7	28.5	-0.2	19.6	16.5	-3.1
BF N	181	256		14	53		30	66		49	70		88	67	
%			+0.2	7.7	20.7	+13.0	16.5	25.7	+9.2	27.0	27.3	+0.3	48.6	26.1	-22.5
Total N	26,572	29,034		9,106	10,454		10,157	11,315		4,390	4,755		2,919	2,510	
%				34.2	36.0	+1.8	38.2	38.9	+0.7	16.5	16.3	-0.2	10.9	8.6	-2.3

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977.

particular, 49% of tenured black females were at the instructor/lecturer/other rank. An analysis of proportions by type of institution (to be presented later) suggests that most of these individuals were employed by community colleges.

Non-tenured, On Track. Non-tenured, on track faculty is that pool from which most promotions to tenure are made. Table 2.8 indicates that in 1975 this group consisted of 22% of all faculty and included only 4% blacks. Thus, under the best of circumstances, the pool of blacks was a small one from which to promote faculty. In the same vein, white females made up 27% of the POA group in contrast to black females who made up 2%. As with tenured faculty, black females clustered at the instructor/lecturer level while the other three groups were at the assistant professor level.

Other Faculty. Other faculty, as classified here, might include individuals such as coaches who may have had a full faculty appointment even while their main responsibilities were not academic, and visiting or exchange faculty who would hold a faculty appointment without being on track for promotion or tenure, inasmuch as they were full-time but not permanent employees. In 1975, as shown in Table 2.9, other faculty accounted for 13% of all black and white faculty. There were almost twice as many males as females, and blacks made up 6% of the group. All four subgroups clustered heavily at the instructor/lecturer/other rank. Comparing these percentages with tenured faculty, this category contained twice as many black men and four times as many black women. Compared to non-tenured, on track black faculty, the percentage of black men was the same, but there were twice as many black women in this category.

Temporary and Part-time Employees

Temporary employees accounted for 16% of all employees in 1975. They included,

Table 2.8

Rank of Black and White, Full-Time Non-Tenured, On Track Faculty by Sex for Adams States in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	10,821	9,529		330	339		1,411	1,415		6,844	6,141		2,236	1,634	
%			-2.3	3.0	3.5	+0.5	13.0	14.8	+1.8	63.2	64.4	+1.2	20.6	17.1	-3.5
BM N	317	310		5	6		44	27		159	181		109	96	
%			+0.1	1.5	1.9	+0.4	13.8	8.7	-5.1	50.1	58.3	+8.2	34.3	30.9	-3.4
WF N	4,328	4,193		75	71		320	367		2,158	2,266		1,775	1,489	
%			+1.7	1.7	1.6	-0.1	7.3	8.7	+1.4	49.8	54.0	+4.2	41.0	35.5	-5.5
BF N	356	402		5	18		32	26		141	171		178	187	
%			+0.5	1.4	4.4	+3.0	8.9	6.4	-2.5	39.6	42.5	+2.9	50.0	46.5	-3.5
Total N	15,822	14,434		415	434		1,807	1,835		9,302	8,759		4,298	3,406	
%				2.6	3.0	+0.4	11.4	13.7	+2.3	58.7	60.6	+1.9	27.1	23.5	-3.6

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977.

Table 2.9

Rank of Black and White, Full-Time, Other Faculty by Sex for Adams States in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	5,717	5,967		195	193		362	472		1,166	1,414		3,994	3,888	
%			+0.4	3.4	3.2	-0.2	6.3	7.9	+1.6	20.3	23.6	+3.3	69.8	65.1	-4.7
BM N	234	228		0	1		4	7		45	57		185	163	
%			-0.1		0.4	+0.4	1.7	3.0	+1.3	19.2	25.0	+5.8	79.0	71.4	-7.6
WF N	3,244	3,384		23	41		98	133		654	679		2,469	2,531	
%			+0.2	0.7	1.2	+0.5	3.0	3.9	+0.9	20.1	20.0	-0.1	76.1	74.7	-1.4
BF N	335	311		1	3		7	11		36	53		291	244	
%			-0.4	0.2	0.9	+0.7	2.0	3.5	+1.5	10.7	17.0	+6.3	86.8	78.4	-8.4
Total N	9,530	9,890		219	238		471	623		1,901	2,203		6,939	6,826	
%				2.2	2.4	+0.2	4.9	6.2	+1.3	19.9	22.2	+2.3	72.8	69.0	-3.8

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977.

AP:kmk

as indicated by Table 2.10, 10% blacks (4% black males and 6% females) and 47% females. Faculty made up the bulk of this group (70%) and represented 29% of all faculty. Most of these faculty members were non-tenured and not on track (95%), and blacks were a larger percentage (8%) here than for any other faculty group. In addition, among executive/managerial and professional, non-faculty employees, the majority of each subgroup, except for black males who were split evenly between the two types of positions, were in professional, non-faculty positions. This suggests that, in general, the number and visibility of blacks in the executive positions was swollen through the use of temporary and part-time employees.

POA ANALYSIS - 1977

By 1977, there were 199,561 employees in the TWIs of the eight state systems under study, a 5% increase over the two-year period. The faculty now accounted for 38% of all workers, a 1% increase, and black faculty were now 1.6% of the group, a decrease of 0.2%, although their total numbers did increase slightly. More substantial was the increase in the percentage of other minorities, from 2% to 2.4%, representing a numerical increase of 20.6%. (Table 2.1) In 1977, barely 6% of all full-time employees were paid from soft money funds and blacks constituted 15% of the group, or a 5% increase.

9-10 Month Contract

Faculty. Table 2.2 indicates that the faculty with 9-10 month contracts represented 57% of all faculty and included 3.2% blacks (0.3% increase). White males comprised 71% of the group and clustered at salary levels 5 and 4. Less than 1% were still at level 1. White females (26%) and black females (2%) both clustered at level 3. Black males (1%) were split between levels 3 and 4.

Table 2.10

Primary Occupational Activity of Black and White Temporary Employees
by Sex for Adams States in 1975 and 1977

Employee ^a	Primary Occupational Activity								
	Total			Faculty			Non-Faculty		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ
WM N	14,600	15,432		12,022	12,997		2,578	2,435	
%			-0.5	82.3	84.3	+2.0	17.7	15.7	-2.0
BM N	1,296	1,135		738	601		558	534	
%			-0.8	56.9	53.0	-3.9	43.0	47.0	+4.0
WF N	12,203	13,756		7,311	7,709		4,892	6,047	
%			+2.3	60.0	56.0	-4.0	40.0	43.9	+3.9
BF N	1,832	1,628		1,016	838		816	790	
%			-1.0	55.5	51.5	-4.0	44.5	48.5	+4.0
Total N	29,931	31,951		21,087	22,145		8,844	9,806	
%				70.4	69.3	-1.1	29.5	30.7	+1.2

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

The differences between whites and blacks and males and females were clear. For example, 41% of white males were at levels 5 and 6, but only 24% of black males, 17% of white females and 8% of black females. At the bottom of the scale, 8% of white males were at levels 1 and 2, but 36% of black females were at those two levels.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. By 1977, although the total number of employees in this category had increased by 8% and the number of blacks had increased by 5.6%, the percentage of blacks had decreased by 0.2%. As shown in Table 2.3, the percentage of white males had decreased and that of white females had increased. In the main, white males clustered at salary level 6, black males at level 3, and both white females and black females at level 2. As in 1975, the line-by-line analysis indicated that white males dominated the higher paid executive/administrative positions. The percentage of all subgroups at level 1 had decreased substantially; however, the percentages of those at level 6 had not changed to any great extent, except for black females whose percentage at that level doubled and whose actual number increased from 13 to 33 (2.5 times).

Faculty. Table 2.4 indicates that faculty as a percentage of all employees had remained constant at 8% although their number increased slightly. The same was true of black faculty, with their percentage remaining at just under 4%, and females who still made up about 23%. Although all four subgroups made progress in salary levels, black females lagged behind. They had the largest percentage of individuals at level 1 and the smallest at level 6. Females in general fell behind the males, clustering at level 3 while white males clustered at level 6 and black males at level 5.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. This category included 28% of all employees and consisted of 16.6% blacks, a 2.5% increase since 1975. Table 2.5 shows that it was still made up of 73% females. The male and female composition of the group had not changed--the secretarial positions were 93% female and the skilled crafts were 94% male. The latter is an important difference because skilled crafts positions continued to command higher salaries. Although all four subgroups had made progress up the salary levels, clearly it was white males who profitted the most. By 1977, almost 24% were at salary levels 5 and 6. On the other hand, the other three subgroups had made few advances at those levels and in some instances had actually lost ground. For example, the percentage of black males at level 6 decreased from 1.9% to 1.5% and that of black females decreased from 5% to 0% (from 277 to one individual). Also, the percentage of white females at level 6 decreased.

Service/Maintenance. There were 23,183 individuals in this category in 1977, a 1% decrease from 1975. White females and black females both increased 1%; white males decreased 2% and black males remained constant. There was a general upgrading of salaries as seen in Table 2.6, and all but 1.6% of these workers were at least at salary level 3. White males continued to head the salary scale in this category as well, and although black males and all females clustered at level 3, there was a clear difference between them. Only 46% of white females were still at level 3 compared to 60% of black males and 71% of black females. Finally, while the percentage of white males at level 6 had increased from 11% to 27%, it had only increased a few points for each of the other subgroups.

Full-time Faculty by Rank and Tenure

Tenured. The tenured faculty reflected some major differences by both race

and sex, as indicated in Table 2.7. Tenured faculty represented 54.4% of all full-time faculty (a 3% increase) and included only 1.8% blacks (a 0.3% increase although their number increased by 26.7%). The number of females had increased by 10.3%. White males clustered at the full professor rank, black males and white females at the associate professor rank, and black females at the assistant professor rank. It was black females, however, who had made the most progress, increasing from 8% to 20% at the full professor rank, and decreasing from 49% to 25% at the instructor/lecturer/other level.

Non-tenured On Track Faculty. Table 2.8 shows that non-tenured, on track faculty decreased by 9.6% between 1975 and 1977, while the percentage of blacks within the category increased by 0.6%. All four subgroups declined in percentage in the instructor/lecturer/other level and increased in all others except for black males and black females; their percentage decreased at the associate professor level. This decline suggests that more blacks were leaving before promotion and tenure. There were 23 fewer blacks at the associate professor level in 1977 than in 1975, a 43.4% decrease.

Other Faculty. In general other faculty continued to remain at the instructor/lecturer/other rank as shown in Table 2.9. The number of individuals in this category increased by 3.6%, but the percentage of blacks decreased by 0.5%. This could be an encouraging sign if the parallel increase of blacks in the non-tenured on track category meant that more of them were now in more permanent positions, on track for tenure.

Temporary and Part-time Employees

There were 31,951 temporary employees in 1977, a 6.3% increase in two years. Table 2.10 indicates, however, that the percentage of blacks hired as temporary

employees decreased by 2% (their number decreased by over 13%). In this category was found 28.5% of all faculty, but the percentages of both black males and black females in these positions had decreased by 4%. The percentage of blacks in executive, administrative, managerial, non-faculty professional positions had also decreased. Overall, the largest percentage increase occurred among white females (2%), the increase coming primarily from secretarial/technical/skilled crafts positions. They also decreased by 4% in faculty positions, although their number actually increased.

New Hires

New Hires was a category added to the EEO-6 reporting form in 1977, and the data, therefore, have no 1975 equivalents for comparisons. In 1977, according to Table 2.11, 8.6% of all employees were new hires, with the largest proportion in the secretarial/technical/skilled crafts positions. In descending order, the service/maintenance POA was comprised of 45% blacks, the secretarial/clerical, technical/paraprofessional and skilled crafts 14%, executive, administrative, managerial, and professional non-faculty 7.1%, and faculty 4.8%. Eight and seven tenths percent of all black new hires were appointed to the faculty. Although the percentages of white males and white females in the executive, administrative, managerial, professional non-faculty positions were fairly similar (16.6% and 19.2%), the line-by-line analysis shows that more than twice as many males as females were hired for executive/managerial positions, and the reverse was true for professional, non-faculty positions. Where blacks are concerned, the executive, administrative, managerial, and professional non-faculty category shows 2.3% more females than males.

Table 2.11

Primary Occupational Activity of Black and White New Hires
by Sex for Adams States in 1977

Employee ^a	Total	Primary Occupational Activity			
		Executive, Administrative, Managerial & Professional Non-Faculty	Faculty ^b	Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts	Service/ Maintenance
WM N	6,244	1,042	1,965	1,263	974
%		16.6%	47.4%	20.2%	15.5%
BM N	1,134	73	99	203	759
%		6.4%	8.7%	17.9%	66.9%
WF N	8,322	1,600	1,599	4,559	564
%		19.2%	19.2%	54.7%	6.7%
BF N	1,482	130	129	744	479
%		8.7%	8.7%	50.2%	32.3%
Total N	17,182	2,845	4,792	6,769	2,776
%		16.5%	27.8%	39.3%	16.1%

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bFaculty: tenured, non-tenured, on-track, and other

Chapter 3

ANALYSIS OF SELECTED STATES

Findings on four selected states, Arkansas, Florida, Georgia, and Maryland, are here reported individually along the lines of the analysis of all states.

ARKANSAS

In 1969 Arkansas completed a plan for desegregating its system of higher education. Cobb (1979) points out that Arkansas officials moved swiftly to develop its plan. The process was nearly devoid of disruptions caused by local preferences or federal guidelines and did not meet with the public outrage that characterized many other Adams states.

POA Analysis - 1975

In 1975 Arkansas had the smallest number of employees of the four selected states, only 8,990, of whom 11% were black (Table 2.1). It also had the smallest percentage of blacks in its population. Yet the percentage increase in black professional employment was the largest. The percentage of blacks employed in TWIs was the same as that of Maryland which had over 3% more blacks in its population. Four percent of all full-time employees were being paid from soft money funds, and 13% of the group was black.

9-10 Month Contract

Faculty. The 1,640 faculty members on 9-10 month contracts accounted for 52% of all faculty. White males made up 72% of the group, blacks 2%, and females 27%. While white males clustered at salary level 3 (Table 3.1) and spread across all other levels, the other three subgroups clustered heavily at level 2. There were no blacks at level 6 and only one white female. Analysis by sex and race indicated the same breakdown. Men and women clustered at level 3 and females and

Table 3.1

Salary Levels of Black and White, Full-Time, 9-10 Month Contract Faculty by Sex
in Arkansas in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,174	1,221		27	6		325	163		420	424		223	306		148	261		31	61	
%			-0.8	2.3	0.5	-1.8	27.7	13.3	-14.4	35.8	34.7	-1.1	19.0	25.1	+6.1	12.6	21.4	+8.8	2.6	5.0	+2.4
BM N	16	26		0	3		11	8		3	9		0	5		2	1		0	0	
%			+0.1		11.5	+11.5	68.8	30.8	-38.0	18.8	34.6	+15.8		19.2	+19.2	12.6	3.8	-8.8			0
WF N	428	453		43	20		237	164		108	189		27	59		12	19		1	2	
%			+0.2	10.0	4.4	-5.6	55.4	36.2	-19.2	25.2	41.7	+16.5	6.3	13.0	+6.7	2.8	4.2	+1.4	0.2	0.4	+0.2
BF N	22	27		5	8		10	10		7	7		0	2		0	0		0	0	
%			-0.2	22.7	29.6	+6.9	45.5	37.0	-8.5	31.8	25.9	-5.9		7.4	+7.4			0			0
Total N	1,640	1,727		75	37		583	345		538	629		250	372		162	281		32	63	
%				4.5	2.1	-2.3	35.5	19.9	-15.5	32.8	36.4	+1.6	15.2	21.5	+6.3	9.8	16.2	+6.4	1.9	3.6	+1.7

^aFaculty: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

blacks at level 2.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. The 1,377 individuals in this category constituted 22% of all 11-12 month employees, and included 6% black. Differences in terms of both sex and race were evident. Table 3.2 shows that white males commanded the highest salaries, clustering at salary level 5, while black males were at level 3 and black females and white females at level 2. In addition, only 6% of white males were found at level 1. At the high end of the salary scale, 15% were at that level. Only two blacks had reached level 5. An analysis by sex indicated similar discrepancies, males clustering at level 5 and females at level 2. The analysis by race followed the same pattern, although whites clustered lower because of the inclusion of white females. Only one black executive also held faculty rank and/or tenure (compared to 155 white) and only 11 were in executive positions, suggesting that job security might have been a more serious issue for them than for whites in the same category.

Faculty. Faculty on 11-12 month contracts constituted 920 or 29% of total faculty and included only 11 blacks (1%). Table 3.3 shows that white males were 79% of the group and females 20%. Because blacks were such a small number, it is difficult to make comparisons, but it can be noted that they were found throughout the salary scale. There were major differences between males and females, however. Fifty-two percent of the males were at levels 5 and 6, but 45% of the females were at levels 2 and 3.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. This category, as indicated in Table 3.4, accounted for 2,509 or 28% of all employees,

Table 3.2

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Executive/Managerial and Professional,
Non-Faculty Employees by Sex in Arkansas in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	824	854		48	36		107	124		176	113		158	146		210	248		125	187	
%			-5.1	5.8	4.2	-1.6	13.0	14.5	+1.5	21.4	13.2	-8.2	19.2	17.1	-2.1	25.5	29.0	+3.5	15.2	21.9	+6.7
BM N	39	59		5	5		5	18		20	10		8	16		1	9		0	1	
%			+0.9	12.8	8.5	-4.3	12.8	30.5	+17.7	51.3	16.9	-34.4	20.5	27.1	+6.6	2.6	15.3	+12.7		1.7	+1.7
WF N	465	575		131	73		172	241		97	149		37	67		22	37		6	8	
%			+3.1	28.2	12.7	-15.5	37.0	41.9	+4.9	20.9	25.9	+5.0	8.0	11.7	+3.7	4.7	6.4	+2.7	1.3	1.4	+0.1
BF N	49	74		15	11		18	38		13	13		2	10		1	2		0	0	
%			+1.2	30.6	14.9	-15.7	36.7	51.4	+14.7	26.5	17.6	-8.9	4.1	13.5	+9.4	2.0	2.7	+0.7			0
Total N	1,377	1,562		199	125		302	421		306	285		205	239		234	296		131	196	
%				14.4	8.0	-6.4	21.9	26.9	+5.0	22.2	18.2	-4.0	14.8	15.3	+0.5	16.9	18.9	+2.0	9.5	12.5	+3.0

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.3

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Faculty
By Sex in Arkansas in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	726	633		47	2		112	16		85	22		107	75		180	189		195	329	
%			-0.6	6.5	0.3	-6.2	15.4	2.5	-12.9	11.7	3.5	-7.2	14.7	11.8	-2.9	24.8	29.9	+5.1	26.9	52.0	+25.1
BM N	7	10		3	0		0	0		0	2		1	1		2	3		1	4	
%			+0.5	42.9		-42.9			0		20.0	+20.0	14.3	10.0	-4.3	28.6	30.0	+1.4	14.3	40.0	+26.3
WF N	183	157		36	2		45	24		38	27		26	31		20	32		18	41	
%			-0.4	19.7	1.3	-18.4	24.6	15.3	-9.3	20.8	17.2	+3.6	14.2	19.7	+5.5	10.9	20.4	+9.5	9.8	26.1	+16.3
BF N	4	8		0	1		1	2		0	3		2	0		0	1		1	1	
%			+0.5		12.5	+12.5	25.0	25.0	0		37.5	+37.5	50.0		-50.0		12.5	+12.5	25.0	12.5	-12.5
Total N	920	808		86	5		158	42		123	54		136	107		202	225		215	375	
%				9.3	0.6	-8.7	17.1	5.1	-11.9	13.3	6.6	-6.7	14.7	13.2	-1.5	21.9	27.8	+5.9	23.3	46.4	+23.1

^aFaculty: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.4
Salary Levels of Black and White, Full-Time Secretarial, Technical and Skilled Crafts Employees
By Sex in Arkansas in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$5,000			2. \$ 5,000- \$ 7,499			3. \$ 7,500- \$ 9,999			4. \$10,000- \$12,999			5. \$13,000- \$15,999			6. \$16,000 and above		
	1975	1977	% ^b	1975	1977	%Δ	1975	1977	%Δ	1975	1977	%Δ	1975	1977	%Δ	1975	1977	%Δ	1975	1977	%Δ
WM N	504	558		20	1		178	94		175	218		117	191		11	47		3	7	
%			+0.5	3.9	0.1	-3.8	35.3	16.8	-18.7	34.7	39.0	+4.3	23.2	34.2	+11.0	2.1	8.4	-6.3	0.5	1.2	+0.7
BM N	43	70		8	7		25	37		7	21		3	5		0	0		0	0	
%			+0.8	18.6	10.0	-8.6	58.1	52.8	-5.3	16.2	30.0	+13.8	6.9	7.1	+0.2						
WF N	1,757	1,855		247	22		1,258	1,231		221	518		26	73		4	9		1	2	
%			-1.7	14.0	1.1	-12.9	71.5	66.3	-5.1	12.5	27.9	+15.4	1.4	3.9	+2.5	0.2	0.4	+0.2	0.1	0.1	0
BF N	205	230		31	5		144	158		28	65		2	2		0	0		0	0	
%			+0.3	15.1	2.1	-13.0	70.2	68.6	-1.5	13.6	28.2	+14.6	0.9	0.8	-0.1						
Total N	2,509	2,713		276	35		1,605	1,520		431	822		148	271		15	56		4	9	
%				11.0	1.2	-9.8	63.9	56.0	-7.9	17.1	30.2	+13.1	5.8	9.9	+4.1	0.5	2.0	+1.5	0.1	0.3	+0.2

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

with 78% being females and 10% blacks. Most of the skilled crafts positions were held by males, and this was reflected in their generally higher salaries. Blacks and females clustered at level 2 and represented from 15% to 19% at level 1, while white males constituted only 20% at that level.

Service/Maintenance. Table 3.5 shows that the service/maintenance employees were split exactly 50% male and 50% female. They constituted 16% of the work force and were 38% black. This last figure was substantially lower than in the other three states selected for analysis. All four subgroups clustered at salary level 3, but 9% of the white males were at levels 4 and 5, probably in supervisory positions.

Full-time Faculty by Rank and Tenure

Tenured. The 1,276 individuals who were tenured faculty, including only five blacks, made up 40% of all faculty. Table 3.6 indicates that over 80% were white males, who dominated the salary scale. Seventy-nine percent of the white males were either associate or full professors, as were the three black males, but only 44% of the white females were at those two ranks. White females clustered at the assistant professor level.

Non-tenured, On Track. Twenty-nine percent of the faculty were non-tenured, on track, and 30 of them were black. In the main, these are individuals who have been hired in the past one to seven years and who would be eligible for tenure and promotion. This small number indicated that the pool from which tenured faculty could be promoted was small enough to necessitate promotions from outside. As expected, this category consisted primarily of assistant professors or instructors/lecturers. (Table 3.7) While white males predominated at the assistant professor level, the other three subgroups were at the lower level. Arkansas had very few community colleges, the difference, therefore,

Table 3.5

Salary Levels of Black and White, Full-Time Service/Maintenance Employees
by Sex in Arkansas in 1975 and 1977

Employee ^a	Salary Level																	
	Total			1. Below \$3,000			2. \$3,000-\$4,999			3. \$5,000-\$7,499			4. \$7,500-\$9,999			5. \$10,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	534	515		4	0		74	27		405	376		44	82		7	30	
%			+0.9	0.7		-0.7	13.8	5.2	-8.6	75.8	73.0	-2.8	8.2	15.9	+7.7	1.3	5.8	+4.5
BM N	197	186		1	0		93	42		102	121		1	21		0	2	
%			+0.1	0.5		-0.5	47.7	22.5	-24.7	51.7	65.0	+13.3	0.5	11.2	+10.7		1.0	+1.0
WF N	365	341		2	1		136	24		222	288		4	26		1	2	
%			-0.1	0.5	0.2	-0.3	37.2	7.0	-25.2	60.8	84.4	+23.6	1.0	7.6	+6.6	0.2	0.5	+0.3
BF N	366	332		0	0		180	59		186	264		0	9		0	0	
%			-0.9				49.1	17.7	-31.4	50.8	80.0	+29.2		2.7	+2.7			
Total N	1,462	1,374		7	1		483	152		915	1,049		49	138		8	34	
%				0.4	0.1	-0.3	33.0	11.0	-22.0	62.5	76.3	+13.8	3.3	10.0	+6.7	0.5	2.4	+1.9

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.6

Rank of Black and White, Full-Time Tenured Faculty by Sex in Arkansas in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,023	1,061		437	447		373	384		167	161		46	69	
%			-0.8	42.7	42.1	-0.6	36.5	36.2	-3.0	16.3	15.2	-1.1	4.5	6.5	+2.0
BM N	3	6		1	1		2	1		0	2		0	2	
%			+0.2	33.3	16.7	-16.6	66.7	16.7	-50.0		33.3	+33.3		33.3	+33.3
WF N	348	267		44	52		65	71		95	96		44	48	
%			-7.3	17.7	19.5	-1.8	26.2	26.6	+0.4	38.3	36.0	-2.3	17.7	18.0	+0.3
BF N	2	3		0	1		1	1		0	0		1	1	
%			+0.1		33.3	+33.3	50.0	33.3	-16.7				50.0	33.3	-16.7
Total N	1,276	1,337		482	501		441	457		262	295		91	120	
%				37.7	37.4	-0.3	34.5	34.1	-0.4	20.5	22.0	+1.5	7.1	8.9	+1.8

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.7

Rank of Black and White, Full-Time, Non-Tenured, On-Track Faculty By Sex in Arkansas in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	636	597		16	24		87	138		378	308		155	127	
%			-2.3	2.5	4.0	+1.5	13.7	51.6	+37.9	59.4	51.6	-7.8	24.4	21.3	-1.1
BM N	14	19		0	0		1	10		6	10		7	6	
%			+0.6				7.1	52.6	+45.5	42.9	52.6	+9.5	50.0	31.6	-18.4
WF N	260	263		6	4		21	121		101	121		132	104	
%			+1.2	2.3	1.5	-0.8	8.1	46.0	+37.9	38.8	46.0	+17.2	50.8	39.5	-11.3
BF N	16	21		0	0		1	1		5	11		10	9	
%			+0.6				6.3	4.7	-1.6	31.3	52.3	+21.0	62.5	42.8	-29.7
Total N	926	900		22	28		110	176		490	450		304	246	
%				2.3	3.1	+0.8	11.8	19.5	+7.7	52.9	50.0	-2.9	32.8	27.3	+5.5

^a Faculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^b Change in Percentage between 1975 and 1977

could not be attributed to differing institutional types. Rather, it should be noted that 64% of all female employees were found in the following POAs: 11-12 month full-time secretarial, technical, skilled crafts, and service employees.

Other Faculty. For the most part, faculty who fell in the other category (10%) were at the instructor/lecturer rank. Table 3.8 shows that only nine individuals, eight white males and one white female, were at the associate of full professor rank. Blacks made up 11% of the group.

Temporary and Part-time Employees

Only 10% of all employees were temporary, but as Table 3.9 indicates, the faculty in that group represented 20% of all faculty, of which 1% were black. Arkansas had a much smaller percentage of faculty on temporary status than any of the other three states studied.

POA Analysis - 1977

By 1977, the total number of employees in Arkansas has grown to 19,926, a 54.9% increase. The number of black employees had increased by 8% although their percentage of total employees had actually decreased by 1.1%. Only 1% of all full-time employees were paid from soft money funds, and 16% of them were black.

9-10 Month Contract

Faculty. Nine-ten month faculty constituted 54% of all faculty. It included 3% black and 28% female. This was an increase of 1% for blacks. Table 3.1 indicates that black males, white males and white females clustered at salary level 3, although white males tended to cluster upward from that point while white females and black males clustered at level 2. Black females clustered at level 2. When analyzed by sex, both groups clustered at level 3. Only 14% of males were at levels 1 and 2 compared to 42% of females. An analysis by race also revealed that whites clustered at level 3 while blacks were at level 2.

Table 3.8

Rank of Black and White, Full-Time Other Faculty by Sex in Arkansas in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	227	180		5	10		3	10		16	13		203	147	
%			-7.1	2.2	5.6	+3.4	1.3	5.6	+4.3	7.0	7.2	+0.2	89.4	81.7	-7.7
BM N	6	5		0	0		0	0		0	0		6	5	
%			-0.1			0			0			0	100.0	100.0	0
WF N	62	92		0	0		1	1		9	4		52	87	
%			+13.0			0	1.6	1.1	-0.5	14.5	4.3	-10.2	83.9	94.6	+10.7
BF N	30	10		0	0		0	0		3	3		27	7	
%			-5.7			0			0	10.0	30.0	+20.0	90.0	70.0	-20.0
Total N	325	287		5	10		4	11		28	20		288	246	
%				1.5	3.4	+1.9	1.2	3.8	+2.6	8.6	6.9	-1.7	88.6	85.7	-2.8

^a Faculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^b Change in Percentage between 1975 and 1977

Table 3.9

Primary Occupational Activity of Black and White Temporary Employees
By Sex in Arkansas in 1975 and 1977

Employee ^a	Primary Occupational Activity								
	Total			Faculty			Non-Faculty		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ
WM N	572	564		487	482		85	82	
%			+2.8	85.1	85.4	+0.3	14.8	14.5	-0.3
BM N	13	18		6	14		7	4	
%			+0.6	46.1	77.7	+31.6	53.9	22.3	-31.6
WF N	288	247		142	162		146	85	
%			-2.8	49.3	65.5	+16.2	50.6	34.4	-16.2
BF N	43	36		3	7		40	29	
%			-0.5	6.9	19.5	+12.6	93.0	80.5	-12.5
Total N	916	865		638	665		278	200	
%				69.7	76.9	+7.2	30.3	23.1	-7.2

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^b Change in Percentage between 1975 and 1977

Again, 21% of the whites in contrast to 55% of the blacks were in the bottom two levels. Thus, although the number of individuals in this category increased slightly, there were few gains in salary.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. There were significant increases in the number of individuals in this category in the two years under study. By 1977, the percentage of blacks and whites in this group had increased by 2%, but more importantly, the percentage of blacks within the group had increased by 3% (from 6% to 9%). This is shown in Table 3.2. White males continued to cluster at salary level 5 and black females and white females at level 2. Black males, on the other hand, now formed two clusters, one at level 2 (31%) and one at level 4 (27%), suggesting both new hires and substantial promotions. In addition, there were only 9% black males at level 1 (13% in 1975), and the number at levels 5 and 6 had increased from 3% to 17%. Similar changes had taken place for females. Only 13% white females and 15% black females were still at level 1 (28% and 31% in 1975). Whites and males clustered generally higher than females and blacks. It is worth noting, however, that of the 185 additional individuals in this group, only 30 were white males, indicating that in this category Arkansas was recruiting females and blacks actively. Still only five blacks (4%) also held academic rank or tenure, but 14% of whites did, leaving the blacks more vulnerable to future budget cuts.

Faculty. There was a 14% reduction in the number of full-time 11-12 month contract faculty between 1975 and 1977. Nevertheless, as is indicated in Table 3.3, the number of blacks increased from 11 to 18, and while the actual number is not large, it does represent a 1.1% increase in the percentage of blacks in this group. The 18 blacks can be found at all salary levels, especially level

6 (5), level 5 (4) and level 3 (5). White faculty was almost entirely found in the top three salary levels (88%). When this POA was analyzed by sex, the number of females had decreased by 13%, but both males and females tended to predominate at the top two salary levels.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Drafts. By 1977, this category accounted for 25% of all employees, a 3% decrease. Yet, Table 3.4 shows that the number of blacks increased by over 17%, and their representation within the group increased by 2.2% to slightly over 11%. Females increased in number by 5.9%. Only black males still accounted for a sizable percentage at level 1 (10%). Although blacks and white females still clustered at salary level 2, there were larger numbers and percentages at level 3. Females in general continued to have very little access to the skilled crafts positions which paid higher salaries. For example, 30% of all white males were in these positions and earned salaries at levels 4 and 5. In fact, females held less than 5% of all those positions, but 30% of black males were in skilled crafts positions.

Service/Maintenance. Again, the service/maintenance category was evenly divided between males and females and all groups clustered at salary level 3 as indicated by Table 3.5. For all groups there was a decrease in the number of individuals at level 2 and an increase at level 4. The number of white males at salary levels 5 and 4 suggests that they continued to dominate the supervisory positions.

Full-time Faculty by Rank and Tenure

Tenured. Tenured faculty now represented 42% of all faculty, a 2% increase over 1975. Table 3.6 shows that white males continued to make up 79% of the group and ranked at the associate or full professor level. White females, on

the other hand, were clustered first at the assistant professor level and then the associate. Only 20% were full professors while the percentage who were white males was twice that number. The nine blacks (three females and six males), whose number had increased from five, were distributed at all levels.

Non-tenured, On Track. The sizable decrease in 11-12 month contract faculty reported above is reflected in part here. Non-tenured, on track faculty decreased 2% since 1975, down to 28%. In the same period the number of blacks increased by 10 and their percentage in the group increased by 1.2%. This is shown in Table 3.7. As might be expected, all four subgroups clustered heavily at the assistant professor level, and then at the instructor/lecturer level. It is important to note that the only reductions were among white males.

Other Faculty. Table 3.8 shows that by 1977, this category had lost 38 or 13% of its employees. It had, at the same time, lost 41.6% of the blacks. White males also decreased by 25% between 1975 and 1977 and white females increased by 33%. Major shifts such as these are not easily explained, but may reflect a general trend in higher education toward hiring faculty on temporary or part-time contracts.

Temporary and Part-time Employees

By 1977, as shown in Table 3.9, only 7.9% of all employees were in this category, with temporary and part-time faculty still representing about 20% of all faculty. Black faculty had increased from 1.4% to 3.2%.

New Hires

In 1977, 18.4% of all black and white employees were new hires. Table 3.10 indicates that 7.8% of those in the executive category and 4.4% of those in the faculty category were black. Furthermore, the executive category also included

Table 3.10

Primary Occupational Activity of Black and White New Hires
By Sex in Arkansas in 1977

Employee ^a	Primary Occupational Activity				
	Total	Executive/ Managerial; Professional, Non-Faculty	Faculty	Secretarial	Service/ Maintenance
WM N	556	66	168	152	170
%		11.8	30.2	27.3	30.5
BM N	164	4	6	25	129
%		2.4	3.6	15.2	78.6
WF N	996	158	82	642	114
%		15.8	8.2	64.4	11.4
BF N	268	15	6	104	143
%		5.5	2.2	38.8	53.3
Total N	1,984	243	262	923	556
%		12.2	13.2	46.5	28.0

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

AP:kmk

71.2% females, and the faculty category 33.4% females.

Conclusion

The data presented above support the choice of Arkansas as the state having made the most progress of those states under study. Clearly, this state system increased the number of blacks in all professional positions. For example, the number of blacks in executive, administrative, managerial, and professional non-faculty positions increased from 88 to 133. Although the numbers are small, they represent a 33.8% increase in 2 years, and increases of similar scope can be found in the other categories.

FLORIDA

POA Analysis - 1975

In 1975, TWIs in Florida employed 34,112 individuals. Table 2.1 indicates that blacks made up 15% of the total. Community colleges have traditionally not required the PhD degree for faculty appointments. It could be expected, therefore, that Florida would have a large percentage of minority employees if the question of a PhD applicant pool were raised. In fact, such is not the case here as this analysis will indicate. Soft money funds were used to pay in full 8% of all full-time black and white staff, and black employees made up 17% of this group (7% male and 10% female).

9-10 Month Contract

Faculty. Although 41% of faculty members were on 9-10 month contracts, blacks represented only 4% of this group. Table 3.11 indicates that 26% of the group were females. All four subgroups clustered predominantly at the third salary level. While the next cluster for both black males and white males was at level 4, it was at level 2 for both black females and white females.

Table 3.11

Salary Levels of Black and White, Full-Time, 9-10 Month Contract Faculty by Sex in Florida in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	4,143	4,235		82	31		690	245		1558	967		1,037	1,454		578	1,179		198	359	
%			-2.9	2.0	0.7	-1.3	16.7	5.8	-10.9	37.6	22.8	-14.8	25.0	34.3	+9.3	14.0	27.8	+13.8	4.8	8.5	+3.7
BM N	114	137		8	3		22	18		53	40		24	55		7	20		0	1	
%			+0.3	7.0	2.2	-4.8	19.3	13.1	-6.2	46.5	29.2	-17.3	21.1	40.1	+19.0	6.1	14.6	+8.5		0.7	+0.7
WF N	1,410	1,623		72	16		452	265		621	599		214	493		47	235		4	15	
%			+2.0	5.1	1.0	-4.1	32.1	16.3	-15.8	44.0	36.9	-7.1	15.2	30.4	+15.2	3.3	14.5	+10.2	0.3	0.9	+0.6
BF N	117	166		9	3		38	31		52	71		17	48		1	13		0	0	
%			+0.6	7.7	1.8	-5.9	32.5	18.7	-13.8	44.4	42.8	-1.6	14.3	28.9	+14.6	0.9	7.8	+6.9			0
Total N	5,784	6,161		171	53		1,202	559		2,284	1,677		1,292	2,050		633	1,447		202	375	
%				2.9	0.8	-2.1	20.7	9.0	-11.7	39.4	27.2	-12.2	22.3	33.2	+10.9	10.9	23.4	+12.5	3.4	6.0	+2.6

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

When the group was divided by race, both again clustered at the third salary level, but while whites were next found in large numbers at level 4, blacks were at level 2. Thus a slight salary difference did exist for both variables.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. There were marked differences among the subgroups of this category as shown in Table 3.12. Black males and black females constituted only 7% of this group and white females 35%. White males clustered at salary level 5 and a second cluster formed at level 6. Black males clustered at level 4 with two secondary clusters at levels 2 and 5. White females clustered at levels 2 and 1 and black females clustered at level 1 with a secondary cluster at level 2. There was a clear difference between the individuals in this category. The executive/managerial group was dominated by males who tended to be at the upper salary levels. Professional, non-faculty employees clustered at the lower salary levels for all four subgroups. It was evident that Florida institutions were run predominantly by white males. In addition, 24% of the whites and 18% of the blacks also held faculty rank and/or tenure and thus had added career security.

Faculty. Faculty on 11-12 month contracts represented 22% of all full-time faculty; blacks were 6% and females 28% of the group. Table 3.13 indicated that white males again were ahead of the other three groups in salary scale. They clustered at levels 5 and 4 while blacks, both male and female, clustered at levels 4 and 3. White females were at levels 3 and 4. When separated by race, the differences were not as sharp. Whites were evenly divided between levels 4 and 5, and blacks between levels 4 and 3. While the percentage of whites at the top salary level was 10% and blacks 1%, at the lowest level both groups accounted for almost 7%. Among this group, then, there were clear

Table 3.12

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Executive/Managerial, Professional,
Non-Faculty Employees by Sex in Florida in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,241	2,320		112	45		347	235		403	349		393	373		532	608		454	710	
%			-0.2	5.0	1.9	-3.1	15.5	10.1	-5.4	18.0	15.0	-3.0	17.5	16.1	-1.4	23.7	26.2	+2.5	20.3	30.6	+10.3
BM N	133	117		13	4		26	11		24	21		30	19		26	37		14	25	
%			-0.5	9.8	3.4	-6.4	19.5	9.4	-10.1	18.0	17.9	-0.1	22.6	16.2	-6.4	19.5	31.6	+12.1	10.5	21.4	+10.9
WF N	1,356	1,448		427	62		497	601		214	397		104	168	168	90	154		24	66	
%			+0.9	31.5	4.3	-27.2	36.7	41.5	-15.2	15.8	27.4	+11.6	7.7	11.6	+3.9	6.6	10.6	+4.0	1.8	4.6	+2.8
BF N	133	127		46	7		32	35		21	29		18	18		16	24		0	14	
%			-0.3	34.5	5.5	-29.0	24.1	27.6	+3.5	15.8	22.8	+7.0	13.5	14.2	+0.7	12.0	18.9	+6.9		11.0	+11.0
Total N	3,863	4,012		598	118		902	882		662	796		545	578		664	823		492	815	
%				15.4	2.9	-12.5	23.3	21.9	-1.4	17.1	19.8	+2.7	14.1	14.4	+0.3	17.1	20.5	+3.4	12.7	20.3	+7.6

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.13

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Faculty by Sex in Florida in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000- \$12,999			3. \$13,000- \$15,999			4. \$16,000- \$18,999			5. \$19,000- \$24,999			6. \$25,000 and above		
	1975	1977	%Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,118	2,165		90	44		129	76		390	198		596	322		649	924		264	601	
%			+0.9	4.2	2.0	-2.2	6.1	3.5	-2.6	18.4	9.1	-9.3	28.1	14.9	-13.2	30.6	42.7	+12.1	12.5	27.8	+15.3
BM N	72	82		3	1		14	5		20	18		22	25		11	30		2	3	
%			+0.3	4.2	1.2	-3.0	19.4	6.1	-13.3	27.8	22.0	-5.8	30.6	30.5	-0.1	15.3	36.6	+21.3	2.8	3.7	+0.9
WF N	747	704		100	37		132	81		229	137		175	178		95	236		16	35	
%			-1.6	13.4	5.3	-8.1	17.7	11.5	-6.2	30.7	19.5	-11.2	23.4	25.3	+1.9	12.7	33.5	+20.8	2.1	5.0	+2.9
BF N	112	125		9	6		27	8		34	36		36	35		6	40		0	0	
%			+0.4	8.0	4.8	-3.2	24.1	6.4	-17.7	30.4	28.8	-1.6	32.1	28.0	-4.1	5.4	32.0	+26.6			0
Total N	3,049	3,076		202	88		302	170		673	389		829	560		761	1,230		282	639	
%				6.6	2.8	-3.8	9.9	5.5	-4.4	22.0	12.6	-9.4	27.1	18.2	-8.9	24.9	39.9	+15.0	9.2	20.7	+11.5

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

differences when analyzed by both sex and race.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. Although this category is made up of secretarial/clerical, technical/paraprofessional, and skilled crafts positions, blacks constituted only 12% of the group and females 73%. As shown in Table 3.14, males made up only 7% of the group and were primarily in the technical/paraprofessional and skilled crafts positions. Females constituted only 3% of the skilled crafts group. In part, because of the diverse nature of this category, differences by salary level emerged. White males clustered at levels 3 and 4, and black males were almost evenly split at levels 3 and 2. Females, on the other hand, clustered heavily at level 2 (white females 63%; black females 75%). Neither level 1 nor level 6 for any of the subgroups had a substantial number of individuals, although clearly the males in the group were the ones with higher salaries.

Service/Maintenance. Service and maintenance workers were nearly 70% male but also 60% black. As indicated in Table 3.15, level 1 was empty and level 2 had only 3% of each subgroup except for white females (5%). Although white males represented 33% of the group, 36% were at levels 4 and 5. Black males, on the other hand, who represented 36% of the group, had only 17% at levels 4 and 5. White females, while only 6% of the group, had 19% at levels 4 and 5 and black females (24% of the group) had less than 3% of their group in levels 4 and 5. The differences by both sex and race were clear.

Full-time Faculty by Rank and Tenure

Tenured. Tenured faculty represented 38% of all faculty and 61% of the full-time faculty. Black faculty made up 3% of the group. There were major differences between the four subgroups, as Table 3.16 shows. White males clustered almost evenly at the associate and professor levels (32% and 31%). Black males,

Table 3.14

Salary Levels of Black and White, Full-Time, Secretarial, Technical and Skilled Crafts Employees
by Sex in Florida in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$5,000			2. \$ 5,000-\$ 7,499			3. \$ 7,500-\$ 9,999			4. \$10,000-\$12,999			5. \$13,000-\$15,999			6. \$16,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,317	2,625		6	1		539	254		893	814		712	945		137	464		30	147	
%			+0.5	0.2	0.0	-0.2	23.2	9.6	-13.6	38.5	31.0	-7.5	30.7	36.0	+5.3	5.9	17.6	+11.7	1.2	5.6	+4.4
BM N	279	404		2	0		109	82		114	168		44	111		9	37		1	6	
%			+0.9	0.7		-0.7	39.0	20.2	-19.8	40.8	41.5	+0.7	15.7	27.4	+11.7	3.2	9.1	+5.9	0.3	1.4	+1.1
WF N	6,178	6,555		66	17		3,886	2,154		1,883	2,832		316	1,405		24	127		3	20	
%			-3.0	1.0	0.2	-0.8	62.9	32.8	-30.1	30.4	43.2	+12.8	5.1	21.4	+16.3	0.3	1.9	+1.6	0.0	0.3	+0.3
BF N	883	1,167		24	1		659	548		176	491		18	112		6	15		1	0	
%			+1.7	2.7	0.1	-2.6	74.6	46.9	-27.6	19.9	42.0	+23.1	2.0	9.5	+7.5	0.6	1.2	+0.6	0.1		-0.1
Total N	9,658	10,751		98	19		5,193	3,038		3,066	4,305		1,090	2,573		176	643		35	173	
%				1.0	0.1	-0.9	53.7	28.2	-25.5	31.7	40.0	+8.3	11.2	23.9	+12.7	1.8	5.9	+4.1	0.3	1.6	+1.3

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.15

Salary Levels of Black and White, Full-Time Service/Maintenance Employees
by Sex in Florida in 1975 and 1977

Employee ^a	Salary Level																	
	Total			1. Below \$3,000			2. \$3,000-\$4,999			3. \$5,000 \$7,499			4. \$7,500 \$9,999			5. \$10,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,178	1,110		0	0		36	5		719	415		223	382		200	308	
%			+0.2			0	3.0	0.4	-2.6	61.0	37.3	-23.7	18.9	34.4	+15.5	16.9	27.7	+10.8
BM N	1,274	1,103		0	0		40	0		1,021	512		188	519		25	72	
%			-2.7			0	3.1		-3.1	80.1	46.4	-33.7	14.7	47.0	+32.3	1.9	6.5	+4.6
WF N	222	255		0	0		12	5		168	140		32	80		10	30	
%			+1.4			0	5.4	1.9	-3.5	75.6	54.9	-20.7	14.4	31.3	+16.9	4.5	11.7	+7.2
BF N	866	848		0	0		22	3		820	541		21	293		3	11	
%			+1.1			0	2.5	0.3	-2.2	94.6	63.7	-30.9	2.4	34.5	+32.1	0.3	1.2	+0.9
Total N	3,540	3,316		0	0		110	13		2,728	1,608		464	1,274		238	421	
%						0	3.1	0.3	-2.8	77.0	48.4	-28.6	13.1	38.4	+25.3	6.7	12.6	+6.1

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.16

Rank of Black and White, Full-Time Tenured Faculty by Sex in Florida in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	4,098	4,468		1,254	1,607		1,315	1,538		389	400		1,140	923	
%			-1.0	30.6	36.0	+5.4	32.1	34.4	+2.3	9.5	9.0	-0.5	27.8	20.7	-7.1
BM N	70	108		3	19		17	35		14	20		36	34	
%			+0.5	4.3	17.6	+13.3	24.3	32.4	+8.1	20.0	18.5	-1.5	51.4	31.5	-20.1
WF N	1,165	1,302		104	251		263	322		185	202		613	521	
%			+0.2	8.9	19.7	+10.8	22.6	24.7	+2.1	15.9	15.5	-0.4	52.6	40.0	-12.6
BF N	109	135		0	39		7	21		23	28		79	47	
%			+0.2		28.9	+28.9	6.4	15.6	+7.2	21.1	20.7	-0.4	72.5	34.8	-37.7
Total N	5,442	6,013		1,361	1,922		1,602	1,916		611	650		1,868	1,525	
%				25.0	31.9	+6.9	29.4	31.8	+2.4	11.2	10.8	-0.4	34.3	25.3	-9.0

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

white females, and black females, however, clustered at the instructor/lecturer level. Both the black males and white females formed a second cluster half as large as the first, at the associate professor level. On the other hand, 73% of black females were instructor/lecturers and 21% were assistant professors. These differences may have reflected in part the very high percentage of community colleges in the Florida system, especially since the 9-10 month faculty, which made up 41% of all faculty, did not indicate correspondingly large salary differences. Viewed another way, these figures may have been the result of a traditional system where white males were in the majority in the universities and all other subgroups were more often found in the community and junior colleges. Finally, the high percentage of tenured faculty may suggest a system that could not absorb many new hires without substantial expansion.

Non-tenured, On Track. Twenty percent of the faculty in the Florida system were non-tenured, on track. The small size of the group does support the suggestion of a fairly closed system with little opportunity for advancement for new faculty. Table 3.17 shows that only 7% of the group were blacks, thus placing very few of them on track for advancement.

Other Faculty. Only 6% of all full-time faculty fell into this category. Blacks represented just 6% of the group, but were distributed in a range that paralleled the whites (Table 3.18).

Temporary and Part-time Employees

Temporary employees made up 20% of all employees, and blacks constituted 15% of the group (6% black males and 9% black females). Table 3.19 indicates that 76% of this group were part-time faculty members, who represented 37% of all faculty. Black faculty made up 12% of the temporary faculty (5% black males and 7% females). The next largest group of temporary employees included secretarial,

Table 3.17

Rank of Black and White, Full-Time, Non-Tenured, On-Track Faculty by Sex in Florida in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,752	1,415		82	88		337	259		929	727		404	341	
%			-5.2	4.7	6.2	+1.5	19.2	18.3	-0.9	53.0	51.4	-1.6	23.1	24.1	-1.0
BM N	86	86		2	5		17	7		28	38		39	36	
%			+0.5	2.3	5.8	+3.5	19.8	8.1	-11.7	32.6	44.2	+11.6	45.3	41.9	-3.4
WF N	667	653		17	37		80	71		249	240		321	305	
%			+3.1	2.5	5.7	+3.2	12.0	10.9	-1.1	37.3	36.8	-0.5	48.1	46.7	-1.4
BF N	102	125		1	17		15	14		28	36		58	58	
%			+1.5	1.0	13.6	+12.6	14.7	11.2	-3.5	27.5	28.8	+1.3	56.9	46.4	-10.5
Total N	2,607	2,279		102	77		449	351		1,234	1,041		822	740	
%				3.9	3.3	-0.6	17.2	15.4	-1.8	47.3	45.6	-1.7	31.5	32.4	+0.9

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.18

Rank of Black and White, Full-Time Other Faculty by Sex in Florida in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	455	356		21	23		16	25		104	107		309	201	
%			+1.9	4.6	6.5	+1.9	3.5	7.0	+3.5	24.0	30.1	+6.1	67.9	56.5	-11.4
BM N	32	22		0	1		1	0		6	7		25	14	
%			-0.3		4.5	+4.5	3.1		-3.1	18.8	31.8	+13.0	78.1	63.6	-14.5
WF N	343	246		5	10		3	5		41	57		293	174	
%			-2.1	1.5	4.1	+2.6	0.9	2.0	+1.1	12.0	23.2	+11.2	85.7	70.7	-15.0
BF N	19	17		0	1		1	0		1	3		17	13	
%			+0.4		5.9	+5.9	5.3		-5.3	5.3	17.6	+12.3	89.5	76.5	-13.0
Total N	848	641		26	35		21	30		157	174		645	402	
%				3.0	5.4	+2.4	2.4	4.6	+2.2	18.5	27.1	+8.6	76.0	62.7	-13.3

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.19

Primary Occupational Activity of Black and White Temporary Employees
by Sex in Florida in 1975 and 1977

Employee ^a	Primary Occupational Activity								
	Total			Faculty			Non-Faculty		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ
WM N	3,366	3,555		2,916	3,069		450	486	
%			-2.8	86.6	86.3	-0.3	13.3	13.6	+0.3
BM N	395	403		280	241		115	162	
%			-0.6	70.8	59.8	-11.0	29.2	40.1	+10.9
WF N	2,526	3,161		1,692	1,940		834	1,221	
%			+4.2	66.9	61.3	-4.6	33.0	38.6	+5.6
BF N	641	655		354	349		287	306	
%			-0.8	55.2	53.2	-2.0	44.7	46.7	+2.0
Total N	6,928	7,774		5,242	5,599		1,686	2,175	
%				75.6	72.0	-3.6	24.3	28.0	+3.7

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

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technical, or skilled crafts workers.

POA Analysis - 1977

By 1977 Florida TWIs employed 36,774 persons. This represented a 7% increase over 1975 (Table 2.1). Black employees still made up 15% of the group although this actually represented a 0.2% decrease in two years. In that same period, there was a 0.9% increase in the number of other minorities. The 7% increase in personnel was distributed across all categories so that none of the subtotals showed any notable change. By 1977 soft money funds paid only 5% instead of 8% of full-time black and white staff, and black employees made up 14% rather than 17% of the group.

9-10 Month Contract

Faculty. Faculty on 9-10 month contracts continued to account for 41% of the total faculty. Table 3.11 indicates that blacks in this category, however, increased by 1% and were evenly divided between male and female. Both black males and white males clustered at salary level 4 while females clustered at level 3. The next largest group of white males was at level 5, black males were at level 3, and black females and white females were at level 4. When examined by sex, there was a clear one-level difference between males (level 4) and females (level 3). When examined by race, the difference was not as sharp (whites at level 4, blacks split between levels 3 and 4). Although there was now less than 1% of the group in level 1, 36% of the whites and 31% of the men were in levels 4 and 5 as compared to 11% of the blacks and 15% of the females.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. In 1977 blacks made up 6% of this group, a 1% decrease since 1975, although the total number of employees in the group increased by almost 4%. Table 3.12 shows

that there were still substantial salary differences between the groups. The largest cluster for white males was at salary level 6, that of black males at level 5, and black females and white females at level 2. However, 57% of the white males and 53% of black males were at levels 5 and 6 while only 15% of white females and 30% of black females were at those levels. Less than 3% of the total group was still at level 1. Also, when analyzed by sex, the groups showed large differences: 57% of males but only 16% of females were at levels 5 and 6. The differences by race were not as great: 41% of whites and 31% of blacks were at levels 5 and 6. A line-by-line analysis reveals that for all four subgroups, those in the executive/managerial positions were at the upper salary levels while those in the professional, non-faculty were at the lower levels. There were almost no differences in the number of blacks in the two categories, although the percentages varied. Finally, the percentage of whites in executive/administrative positions who also held faculty rank and/or tenure had decreased from 24% to 19%, but the percentage of blacks with the same dual appointments had remained constant at 18%.

Faculty. Full-time 11-12 month contract faculty represented 20% of the total faculty, a 2% decrease since 1975. Blacks within the group, as seen in Table 3.13, increased from 6% to almost 7% in that same period. This group as a whole probably exhibited the most striking changes of any POAs under study in Florida. By 1977, the largest cluster of individuals for all four subgroups was at salary level 5. Although this represents a percentage increase for white males only, from 31% to 43%, it represents a one-level increase for both black males and black females and a two-level increase for white females. This clustering at level 5 held true even when the group was analyzed by race or by sex. Where a sharp difference between subgroups did exist was at salary level 6. At that level can be found

27% of the males but only 4% of the females and 22% of the whites but only 1% of the blacks. At the lowest level, on the other hand, all four groups were again very similar. It was evident that white males again dominated the top salary level.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. Table 3.14 indicates that there was an overall 10% increase in the number of individuals in this category, reflected especially in a 1% increase in black males and a 2% increase in black females. There was also a general upward movement in salary levels, although the clustering had not changed drastically. White males who had clustered at levels 3 and 4 were now at levels 4, then 3. Black males were still predominantly at level 3, but there was a 19% decrease at level 2 and a 17% increase at levels 4 and 5. White females had moved from level 2 to 3, and there was a 16% increase at level 4. Black females still clustered at level 2 (but with a change from 75% to 47%) and showed a 22% increase at level 3 and a 10% increase at level 4. Females still did not have easy access to the skilled crafts positions in which they constituted less than 4%. These were positions that tended to pay higher salaries than the others in this category.

Service/Maintenance. There was a substantial rise in salary levels, as shown by a 25% increase at level 4 and a 6% increase at level 5. Table 3.15 shows that the number of employees in the category decreased by almost 7%, although the percentage of each subgroup did not change greatly. Level 4 seemed to be an appropriate place for comparisons of gains. White males at that level increased by 15% and black males by 32%; white females increased by 17% and black females by 33%. In comparison, white males at level 3 decreased by 24%, black males by 34%, white females by 21%, and black females by 31%. Thus it is

evident that although white males continued to head the salary scale and black females continued to lag behind the others, all four groups had made substantial progress.

Full-time Faculty by Rank and Tenure

Tenured. Tenured faculty, as shown in Table 3.16, made up 40% of all faculty, a 2% increase since 1975, and blacks were 4% of the group, representing a 17% increase. Another change is noteworthy. Black males, who in 1975 had clustered along with all females at the instructor/lecturer level, by 1977 were evenly split between that level and that of associate professor. The actual number of black males at the associate professor level more than doubled, whereas their number at the lower level remained nearly the same. By sex and race, the differences are also striking. Males represented 85% of the professors and 82% of the associate professors. Whites represented 97% of both the professors and the associate professors. Examined differently, it meant that 70% of all males and 44% of all blacks had been promoted to these levels.

Non-tenured, On Track. The percentage of individuals in this group decreased from 20% to 15%, although the percentage of blacks within the group increased from 7% to 9%. As Table 3.17 indicates only the clustering of black males had changed since 1975. Whereas in 1975 they were found at the instructor/lecturer level, now they were in greater proportion at the assistant professor level. At the same time, there were fewer at the two upper levels, suggesting that promotion may have taken place. Also, there was an 18% increase in the number of black females in this category, placing more black females on track for tenure and promotion.

Other Faculty. The percentage of faculty in this category decreased by 2%, from 6% to 4%, although the percentage of blacks remained constant at 6%, as seen

in Table 3.18. This represented an actual loss of 12 blacks in this category. All four subgroups continued to cluster heavily at the instructor/lecturer level, although there was some general movement upward.

Temporary and Part-time Employees

Temporary employees continued to make up 21% of the total employees, although blacks now were 14% (12% in 1975) of the group. Table 3.19 indicates that faculty was still the largest subgroup (72%), and blacks represented 10% of part-time faculty. This was the largest percentage of blacks in any faculty group.

New Hires

New hires represented almost 6% of all employees, and blacks were 15% of the group, as shown in Table 3.20. Non-tenured faculty made up 32%, with 9% black. Executive and professional non-faculty made up 12%, with 9% black. These data suggest encouraging trends since blacks in both categories had rarely constituted more than 7%.

Conclusion

A large percentage of minority employees, expected because of the large and diverse community college system, was not found. In fact, there were decreases in the number of blacks in executive, administrative, managerial, and professional non-faculty positions and in temporary faculty, which makes up about one-third of all faculty. While the percentage of blacks in faculty positions did increase, the numbers were still miniscule.

GEORGIA

Blacks in 1976 accounted for 27.2% of Georgia's population (U.S. Bureau of the Census, 1979), the largest percentage of blacks in any of the states under analysis in this report.

Table 3.20

Primary Occupational Activity of Black and White New Hires
By Sex in Florida in 1977

Employee ^a	Primary Occupational Activity				
	Total	Executive/ Managerial, Professional, Non-Faculty	Faculty	Secretarial	Service/ Maintenance
WM N	747	90	376	187	94
%		12.0	50.3	25.0	12.5
BM N	147	10	28	36	75
%		6.8	19.0	24.4	51.0
WF N	1,073	148	290	610	25
%		13.7	27.0	56.8	2.3
BF N	165	14	34	86	31
%		8.4	20.6	52.1	18.7
Total N	2,132	262	726	919	225
%		12.2	34.0	43.1	10.5

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

AP:kmk

In 1970 the Office for Civil Rights (OCR) notified the Board of Regents of the University System that the state had failed to desegregate its dual system of higher education (Holmes, 1979). Instead of submitting a plan, the Board of Regents replied that the state had made great strides in that direction during the 1960s. To the contrary, OCR, in its 1973 response, noted that blacks constituted only 0.006% (30 of 4,857) of the faculty members at the TWIs and that no black faculty were located in any of the system's two-year colleges. Unlike Arkansas, the process of compliance in Georgia had been characterized by one disruption after another.

POA Analysis - 1975

In 1975 TWIs in Georgia employed over 23,000 persons of whom 18% were black (Table 2.1). Males accounted for 53% of the employees and females 46%. Eight percent of the black workers were male and 10% female. Four percent of all employees were paid in full from soft money funds, with 11% of the total being black.

9-10 Month Contract

Faculty. Faculty members on 9-10 month contracts represented 54% of all faculty. Black males and black females were 2.3% of the total, with twice as many black females as black males. As Table 3.21 shows, 11% of the whites and 6% of the blacks were in the two top salary levels, but only 3% of white males were at level 1 while 18% of white females, 27% of black males, and 24% of black females were at that level. More importantly, the percentage of black males decreased at levels 4 and 5, while that of black females increased slightly at level 4 only. When examined by sex, the males clustered at levels 3 and 2, while females clustered at level 2.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. Employees

Table 3.21

Salary Levels of Black and White, Full-Time, 9-10 Month Contract Faculty by Sex in Georgia in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,955	2,982		96	14		918	332		946	983		587	762		335	678		73	213	
%			-2.3	3.2	0.5	-2.7	31.1	11.1	-20.0	32.0	33.0	+1.0	19.9	25.6	+4.3	11.3	22.7	+11.4	2.5	7.1	+5.6
BM N	33	43		9	1		6	15		6	12		6	6		5	4		1	5	
%			+0.2	27.3	2.3	-25.0	18.2	34.9	+16.7	18.2	27.9	+5.7	18.2	14.0	-3.8	15.2	9.3	- 5.9	3.0	11.6	+8.6
WF N	1,053	1,173		190	19		517	453		266	451		58	181		21	59		1	10	
%			+1.8	18.0	1.6	-16.4	49.1	38.6	-10.5	25.3	38.4	+13.1	5.5	15.4	+9.9	2.0	5.0	+ 3.0	0.1	0.9	+0.8
BF N	62	79		15	1		37	38		9	37		1	3		0	0		0	0	
%			+0.3	24.2	1.3	-22.9	59.7	48.1	-11.6	14.5	46.8	+32.3	1.6	3.8	+2.2			0			0
Total N	4,103	4,277			310	35	1,478	838		1,227	1,483		652	952		361	741		75	228	
%				7.5	0.8	- 6.7	36.0	-19.5	-16.5	29.9	34.6	+ 4.7	15.8	22.2	+6.4	8.7	17.3	+8.6	1.8	5.3	+3.5

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

in this category represented 22% of all 11-12 month employees, and 6% were black. Table 3.22 shows that, of the total group, 24% were white males in executive/managerial positions at the top three salary levels, while only 34% of all whites and 9% of all blacks were at the same levels. Overall, white males clustered at levels 3 and 2 (19% and 18%), black males at level 2 (41%), and white females and black females both clustered at level 1 (61% and 56%). More black females were at level 2 than white females. Clearly most blacks and most females were at entry salary levels, whether these were executive/managerial or professional non-faculty. Furthermore, while 21% of whites in executive/administrative positions also held faculty rank and/or tenure, only 4% of blacks did. Because the description of the professional/non-faculty category does not make the BA mandatory, this is one category where a larger percentage of blacks might have been expected, but it did not occur. The percentage of females, however, is high (35%).

Faculty. There were only half as many faculty on 11-12 month contracts as on 9-10 month contracts. There was a substantial difference for both white males and black males as Table 3.23 indicates. Here, both groups clustered at much higher levels than females (level 5 for white males, 5 and 4 for black males). Both white females and black females clustered at level 2. These figures held true when the group was analyzed by either sex or race (males and whites at level 5, females and blacks at level 2).

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. Table 3.24 shows that this group included 6,913 workers, of whom 14% were black. Sixty-four percent were in secretarial/clerical positions, and there were only nine females in the skilled crafts category. Males constituted 26%, split evenly between technical/paraprofessional and skilled crafts positions, whereas 45% in the secretarial/clerical positions were females. In general, all three POAs were

Table 3.22

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Executive/Managerial and Professional
Non-Faculty Employees by Sex in Georgia in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000- \$12,999			3. \$13,000- \$15,999			4. \$16,000- \$18,999			5. \$19,000- \$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,211	2,404		353	170		405	320		417	444		316	391		338	469		382	610	
%			-2.9	16.0	7.1	-8.9	18.3	13.3	-5.0	18.9	18.5	-0.4	14.3	16.3	+2.0	15.3	19.5	+4.2	17.3	25.4	+8.1
BM N	95	104		21	11		39	19		19	37		9	15		4	16		3	6	
%			-0.1	22.1	10.6	-11.5	41.1	18.3	-22.8	20.0	35.6	+15.6	9.5	14.4	+4.9	4.2	15.4	+11.2	3.2	5.8	+2.6
WF N	1,111	1,367		675	340		249	540		105	291		37	100		32	60		13	36	
%			+3.5	60.8	24.9	-35.8	22.4	39.5	+17.1	9.5	21.3	+11.8	3.3	7.3	+4.0	2.9	4.4	+1.5	1.2	2.6	+1.0
BF N	108	139		60	51		34	41		9	39		4	5		1	2		0	1	
%			+0.4	55.6	36.7	-18.9	31.5	29.5	-2.0	8.3	28.1	+19.8	3.7	3.6	-0.1	0.9	1.4	+0.5		0.7	+0.7
Total N	3,525	4,014		1,109	572		727	920		550	811		366	511		375	547		398	653	
%				31.4	14.2	-17.2	20.6	22.9	+2.3	15.6	20.2	+4.6	10.3	12.7	+2.4	10.6	13.6	+3.0	11.2	16.2	+5.0

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

AP:kmk

Table 3.23

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Faculty by Sex in Georgia in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,547	1,618		49	1		102	49		221	106		349	192		468	535		358	735	
%			+0.3	3.2	0.1	-3.1	6.6	3.0	-3.3	14.3	6.6	-7.7	22.6	11.9	-10.7	30.3	33.1	+3.2	23.1	45.4	+22.3
BM N	12	15		0	0		2	1		2	3		4	4		4	6		0	1	
%			+0.2			0	16.7	6.7	-10.0	16.7	20.0	+3.3	33.3	26.7	-6.6	33.3	40.0	+6.7		6.7	+6.7
WF N	441	454		24	1		148	78		144	138		65	121		42	77		18	39	
%			-0.3	5.4	0.2	-5.2	33.6	17.2	-16.4	32.7	30.4	-2.3	14.7	26.7	+12.0	9.5	17.0	+7.5	4.1	8.6	+4.5
BF N	26	25		4	1		12	4		5	9		4	6		1	4		0	1	
%			-0.1	15.4	4.0	-11.4	46.2	16.0	-30.2	19.2	36.0	+16.8	15.4	24.0	+8.6	3.8	16.0	+12.2		4.0	+4.0
Total N	2,026	2,112		77	3		264	132		372	256		422	323		515	622		376	776	
%				3.8	0.1	-3.7	13.0	6.2	-6.8	18.3	12.1	-6.2	20.8	15.2	-5.6	25.4	29.4	+4.0	18.5	36.7	+18.2

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

AP:kmk

Table 3.24

Salary Levels of Black and White, Full-Time, 11-12 Month Contract, Secretarial, Technical and Skilled Crafts Employees
By Sex in Georgia in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$5,000			2. \$ 5,000-\$ 7,499			3. \$ 7,500-\$ 9,999			4. \$10,000-\$12,999			5. \$13,000-\$15,999			6. \$16,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,560	1,691		101	13		476	324		619	665		300	508		47	122		17	59	
%			+0.7	6.4	0.7	-5.7	30.5	19.1	-11.4	39.6	39.3	-0.3	19.2	30.0	+10.8	3.0	7.2	+4.2	1.0	3.4	+2.4
BM N	225	282		55	5		161	139		59	98		6	37		2	1		2	2	
%			+0.6	24.4	1.7	-22.7	71.5	49.2	-22.3	26.2	34.7	+8.5	2.6	13.1	+10.5	0.8	0.3	-0.5	0.8	0.7	-0.1
WF N	4,382	3,499		441	36		3,160	1,654		662	1,576		109	185		8	41		2	7	
%			-13.2	10.0	1.0	-9.0	72.1	47.2	-24.9	15.1	45.0	+30.1	2.4	5.2	+2.8	0.1	1.1	+1.0	0.0	0.2	+0.2
BF N	746	1,795		204	2		497	1,583		44	199		1	11		0	0		0	0	
%			+14.0	27.3	0.1	-27.2	66.6	88.1	+21.5	5.8	11.0	+5.2	0.1	0.6	+0.5			0			0
Total N	6,913	7,267		801	56		4,234	3,700		1,384	2,538		416	741		57	164		21	68	
%				11.5	0.7	-10.8	61.2	50.9	-10.3	20.0	34.9	+14.9	6.0	10.1	+4.1	0.8	2.2	+1.4	0.3	0.9	+0.6

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

AP:kmk

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fairly low-paying positions, with white males clustering at level 3 and all other subgroups at level 2. The difference reflects the fact that the skilled crafts category, which commands higher salaries, was made up overwhelmingly of white males.

Service/Maintenance. As indicated in Table 3.25, 67% of the employees in this category were black. Only five individuals in the entire group (two whites and three blacks) were at salary level 1. White males clustered at level 3 with a secondary cluster at level 2. All other subgroups (black males, white females, and black females) clustered at level 2. However, the differences in percentages indicate that black females were the lowest paid--their percentage at level 2 was at least 20 points higher than other subgroups.

Full-time Faculty by Rank and Tenure

Tenured. Tenured faculty, as seen in Table 3.26, constituted 32% of all faculty, and blacks were less than 0.05% of this group. When examined by sex, males at the professor and associate professor levels were almost evenly divided (those at the assistant professor level or below were only 7%). On the other hand, only 79% of the females fell in those two top levels, and there were 12% more females at the associate professor level than at the professor level. When examined by race, blacks were split 71% at the professor level and 27% at the associate professor level, but this represented only eight individuals.

Non-tenured, On Track. Non-tenured, on track faculty were 44% of all faculty in Georgia. Blacks constituted a little more than 3%. As is shown in Table 3.27, both white males and white females clustered at the assistant professor level while both black males and black females clustered at the lecturer/instructor level. Only 11% of all employees in this group were at the associate or full professor level.

Table 3.25

Salary Levels of Black and White, Full-Time, 11-12 Month Contract, Service/Maintenance Employees
by Sex in Georgia in 1975 and 1977

Employee ^a	Salary Level																	
	Total			1. Below \$3,000			2. \$3,000-\$4,999			3. \$5,000 \$7,499			4. \$7,500 \$9,999			5. \$10,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	882	861		2	0		173	10		501	475		174	278		32	98	
%			-0.8	0.2		-0.2	19.6	1.1	-18.5	56.8	55.1	-1.7	19.7	32.2	+12.5	3.6	11.3	+7.7
BM N	1,301	1,345		1	6		646	39		591	1,143		59	133		4	24	
%			+0.9	0.0	0.4	+0.4	49.6	2.8	-46.8	45.4	84.9	+38.5	4.5	9.8	+5.3	0.3	1.7	+1.4
WF N	341	340		0	0		182	7		142	270		15	56		2	7	
%			-0.2			0	53.3	2.0	-51.3	41.6	79.4	+37.8	4.3	16.4	+12.1	0.5	2.0	+1.5
BF N	1,142	1,152		2	1		838	43		290	1,069		9	31		3	8	
%			0	0.1	0.0	-0.1	73.3	3.7	-69.6	25.3	92.7	+67.4	0.7	2.6	+1.9	0.2	0.6	+0.4
Total N	3,666	3,698		5	7		1,839	99		1,524	2,957		257	498		41	137	
%				0.1	0.1	0	50.1	2.6	-47.5	41.5	79.9	+38.4	7.0	13.4	+6.4	1.1	3.7	+2.6

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.26

Rank of Black and White, Full-Time, Tenured Faculty by Sex in Georgia in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,016	2,422		909	924		965	1,129		103	262		39	107	
%			-1.4	45.1	38.2	-6.9	47.9	46.6	-1.3	5.1	10.8	+5.7	1.9	4.4	+2.5
BM N	7	8		5	4		2	2		0	0		0	2	
%			0	71.4	50.0	-21.4	28.6	25.0	-3.6			0		25.0	+25.0
WF N	358	475		124	66		161	183		61	134		12	92	
%			+1.3	34.6	13.9	-20.7	45.0	38.5	-6.5	17.0	28.2	+11.2	3.4	19.4	+16.0
BF N	3	9		1	0		0	1		1	3		1	5	
%			+0.2	33.3		-33.3		11.1	+11.1	33.3	33.3	0	33.3	55.6	+22.3
Total N	2,384	2,914		1,039	994		1,128	1,315		165	399		52	206	
%				43.5	34.1	-9.4	47.3	45.1	-2.2	6.9	11.6	+4.7	2.1	7.0	+4.9

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.27

Rank of Black and White, Full-Time, Non-Tenured, On-Track Faculty by Sex in Georgia in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,184	1,848		93	67		183	207		1,568	1,243		340	331	
%			-4.0	4.3	3.6	-0.7	8.4	11.2	+2.8	71.8	67.3	-4.5	15.8	17.9	+2.1
BM N	32	44		0	1		5	0		12	19		15	24	
%			+0.5		2.3	+2.3	15.6		-15.6	37.5	43.2	+6.3	46.9	54.5	+7.6
WF N	1,005	992		37	9		26	53		532	509		410	421	
%			+2.9	3.7	0.9	-2.8	2.6	5.3	+2.7	52.9	51.3	-1.6	40.3	42.4	+2.1
BF N	79	88		3	0		2	1		19	34		55	53	
%			+0.6	3.8		-3.8	2.5	1.1	-1.4	24.1	38.6	+4.5	69.6	60.2	-9.4
Total N	3,300	2,972		133	77		216	261		2,131	1,805		820	829	
%				0.3	0.2	-0.1	0.2	0.8	+0.6	64.5	60.7	-3.8	24.8	27.8	+3.0

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Other Faculty. Table 3.28 indicates that this POA accounted for 7% of all faculty members. All four subgroups clustered at the instructor or lecturer level. This group included 2% black employees and 31% females.

Temporary and Part-time Employees

This group accounted for 11% of all employees, and 51% were faculty members, as shown in Table 3.29. Males and females were evenly divided, and blacks constituted 11% of the group. As observed above, blacks were found predominantly in the service/maintenance category and least represented in the executive, administrative, managerial and professional non-faculty category. However, the difference between blacks and whites was most noticeable in the Faculty category.

POA Analysis - 1977

By 1977 Georgia had hired 7% more workers in TWIs. Data indicate a 4% increase in the total number of blacks (Table 2.1). They were found overwhelmingly in the full-time, 11-12 month contract category. The analysis that follows, however, will show that the increase took place primarily in the secretarial and service POAs while the executive and faculty categories changed very little. The institutions also made greater use of soft money. The total percentage of full-time employees paid in full from soft money funds increased by 1%, but more striking is the fact that the percentage of blacks in this group increased from 11% to 21%.

9-10 Month Contract

Faculty. Although there was only a 4% increase in the total number of individuals in this category, for blacks the increase was 22%, representing 3% of the POA. Table 3.21 shows that the increase was evenly divided between black males and black females. Although all four subgroups clustered in the same way as in

Table 3.28

Rank of Black and White, Full-Time, Other Faculty by Sex in Georgia in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	369	338		1	2		6	8		87	51		275	277	
%			-1.3	0.3	0.6	+0.3	1.6	2.4	+0.8	23.6	15.1	-8.5	74.5	82.0	+7.5
BM N	5	5		0	0		0	0		0	0		5	5	
%			0			0			0			0	100.0	100.0	0
WF N	157	153		0	0		3	1		41	26		113	126	
%			+1.2			0	1.9	0.7	-1.2	26.1	17.0	-9.1	72.0	82.4	+10.4
BF N	8	8		0	0		0	0		0	1		8	7	
%			+0.1			0			0		12.5	+12.5	100.0	87.5	-12.5
Total N	539	504		1	2		9	9		128	78		401	415	
%				0.1	0.3	+0.2	1.6	1.7	+0.1	23.7	15.4	-8.3	74.3	82.3	+8.0

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.29

Primary Occupational Activity of Black and White Temporary Employees
By Sex in Georgia in 1975 and 1977

Employee ^a	Primary Occupational Activity								
	Total			Faculty			Non-Faculty		
	1975	1977	% Δ^b	1975	1977	% Δ	1975	1977	% Δ
WM N	1,142	1,180		740	875		402	305	
%			-4.8	64.7	74.2	+9.5	35.2	25.8	-9.4
BM N	115	150		33	38		82	112	
%			+0.6	28.6	25.4	-3.2	71.3	74.6	+3.3
WF N	1,022	1,267		446	620		576	647	
%			+3.3	43.6	49.0	+5.4	56.3	51.0	-6.3
BF N	155	200		19	44		136	156	
%			+0.8	12.2	22.0	+10.0	87.7	78.0	-9.7
Total N	2,434	2,797		1,238	1,577		1,196	1,220	
%				50.8	56.3	+5.5	49.1	43.6	-5.5

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

1975 (white males, level 3; all others, level 2), there were gains. Only 0.8% of the group was still at level 1 (8% in 1975) while 23% were at the top two levels (11% in 1975). In addition, all four subgroups formed a second cluster at the salary level just above the first cluster. While males clustered at level 3, with gains at levels 4 and 5, 78% of the females were evenly divided at levels 2 and 3. The same clustering was evident when these employees were analyzed by race.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. This category accounted for 16% of all employees and it included 243 blacks (6%). The clustering of individuals in this group suggested more differences by sex than by race, although both were evident. As indicated in Table 3.22, white males were distributed along all salary levels, but did cluster at level 6. Also, black males followed that pattern, although their largest cluster was at level 3. Both white females and black females, however, were primarily at the bottom three levels, white females clustering at level 2 and black females at level 1. Analysis by sex supported this disparity. Males clustered at level 6 and only 21% were in levels 1 and 2. Females, on the other hand, clustered at level 2, and 65% were at levels 1 and 2. Analysis by race revealed that blacks clustered at level 3 while whites clustered at level 2. However, only 36% of whites but 50% of blacks were at levels 1 and 2. In addition, 19% of the whites and 8% of the blacks in executive/administrative positions also held faculty rank or tenure. The percentage of blacks with such dual responsibilities had doubled since 1975.

Faculty. Faculty with 11-12 month contracts represented 30% of the faculty and included less than 2% blacks. The disparity by both sex and race was clear.

Table 3.23 shows that white males clustered heavily at salary level 6 while white females, representing 22% of all whites, clustered at level 3. Blacks were so few in number that comparison may be meaningless. Black males clustered at level 5 (N = 6) and black females at level 3 (N = 9). Analysis by sex indicated that 67% of males and 30% of females were at levels 5 and 6. On the other hand, only 6% of males but 15% of females were at levels 1 and 2.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. Well over 60% of the employees in this group were in the secretarial/clerical category and 73% were female. Only 29% were black, 4% male and 25% female. Again, differences by both sex and race are apparent, as shown in Table 3.24. White males clustered at salary levels 3 and 4, all others at level 2, but there were major differences. While 49% of black males were at level 2, 35% were at level 3; white females split almost equally at levels 2 and 3 (47% and 45%), but 88% of black females were at level 2. It is evident that female secretaries and clerks continued to be the lowest paid. Yet some changes had occurred since 1975. Specifically, less than 1% of all individuals were now at salary level 1 compared to 12% in 1975. Also, there was a general movement from level 2 to level 3 and even level 4. Only black females, however, were so overwhelmingly still at level 2. They seemed to have made the least progress, although their percentage increased from 11% to 25%.

Service/Maintenance. As expected, 69% of all individuals in this group of maintenance and service workers were black. This represented a 2% increase since 1975. As shown in Table 3.25, there was a general increase in salaries such that, while 50% of all blacks and whites were at level 2 in 1975, only 3% were at that level in 1977. At the same time, the percentage of workers at levels 4 and 5 rose from 8% to 17%. By 1977, all four subgroups clustered heavily at salary

level 3. Once again, white males were better paid than all others, and other differences were evident. Only 56% of all white males earned less than \$7,500, but 88% of black males, 82% of white females, and 73% of black females were in the same group. In 1975, 99% of all black females and 95% of all black males and white females earned less than \$7,500. Thus it is the black females who made the largest gain in that salary range.

Full-time Faculty by Rank and Tenure

Tenured. Tenured faculty represented 36% of all faculty. Since, as Table 3.26 indicates, there were only 17 or 0.5% black faculty, it is not possible to make meaningful comparisons except to note that half of the black females in the group were tenured yet still held the rank of instructor, lecturer, or other. While white males clustered at the associate professor level, as did white females, there were over 20% more white males at the professor level than white females. In 1975, there were only ten blacks in this group and three who were non-tenured, on track at the assistant professor level. Data from 1977 suggest that promotion and tenure were not as readily available to them as to whites. For example, by 1977, only three blacks were at the tenured, associate professor level.

Non-tenured, On Track. The total number of individuals in this category decreased by 11% between 1975 and 1977, but the percentage of blacks increased by 1%, as shown in Table 3.27. In 1977, the four subgroups continued to cluster in the same way as in 1975, white males and white females at the assistant professor level and black males and white females at the lecturer/instructor level. Both black males and black females, however, were found in larger numbers at the assistant professor level, suggesting that more black faculty members were on track for promotion.

Other Faculty. As Table 3.28 indicates, faculty classified as Other also shrank in number after 1975. An overwhelming number of all members were in the instructor/lecturer level. The job description for this POA would suggest that these individuals were not likely to be placed on track for tenure.

Temporary and Part-time Employees

Although there was a slight increase in number, Table 3.29 shows that this group of part-time employees still represented 11% of all employees, but blacks now made up 13% of the group, a 2% increase over 1975. The largest change in the group was among executive, administrative, managerial, and professional non-faculty who experienced a 58% decrease. Black females in faculty positions increased by 10%, the largest percentage increase among the four subgroups.

New Hires

As seen in Table 3.30, new hires constituted 12% of all employees for 1977, and blacks made up 18%. Broken down by POA, the percentage of blacks ranged from 56% of all new hires in the service/maintenance category down to 5% in the faculty category. The percentages of blacks in the executive, administrative, managerial, and professional non-faculty categories were similar to the percentages of blacks already in these categories in 1975.

Conclusion

Because Georgia had the largest percentage of blacks in its population of any of the states under analysis, it could be expected that Georgia had the largest pool of potential employees and would have as a consequence increased the proportions of blacks. The data presented above indicate that such was not the case. Specifically, in 1975, Georgia employed a percentage of blacks in professional positions similar to that of the other states, and this percentage did not increase substantially during the two years under consideration.

Table 3.30

Primary Occupational Activity of Black and White New Hires
By Sex in Georgia in 1977

Employee ^a	Primary Occupational Activity				
	Total	Executive/ Managerial; Professional, Non-Faculty	Faculty	Secretarial	Service/ Maintenance
WM N	1,149	186	482	291	190
%		16.2	41.9	25.3	16.5
BM N	289	9	13	25	242
%		3.1	4.4	8.6	83.7
WF N	1,307	159	224	837	87
%		12.1	17.1	64.0	6.6
BF N	265	17	23	109	116
%		6.4	0.7	41.1	43.7
Total N	3,010	371	742	1,262	635
%		12.3	24.6	41.9	21.0

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

AP:kmk

MARYLAND

POA Analysis - 1975

Of the eight states examined in this study, Maryland showed the greatest changes in employment of blacks. Employees totalled 15,182 and consisted of 87% whites, 11% blacks, and 2% others (Table 2.1). This was in a state that, in 1975, had a 20% black population. One percent of all full-time employees were paid in full from soft money funds, and 21% of this group was black.

9-10 Month Contract

Faculty. Faculty on 9-10 month contracts accounted for 49% of all faculty, with blacks constituting 3% of the group. Table 3.31 indicates that white males led the salary scale, clustering at levels 4, 3, and 5 (only 2% difference between the three) and making up 68% of the group. All others clustered at level 3. In this POA, it was white females who fared least well. Their second cluster was at level 2, whereas for all blacks it was at level 4. When analyzed by sex, males were split almost evenly at levels 3, 4, and 5, while 32% of females were at level 3. By race, both blacks and whites clustered at level 3. Three times as many males as females were at level 6.

11-12 Month Contract

Executive, Administrative, Managerial, and Professional Non-faculty. This category represented 21% of all 11-12 month employees, and blacks made up 9% of the group. As Table 3.32 shows, there were substantial differences between the four subgroups. While white males clustered at salary levels 5 and 6, blacks and white females were at level 3. A line-by-line analysis indicates that white males were predominantly in higher paid executive/managerial positions while the others were in professional, non-faculty positions. This is also evident at the two lowest salary levels where 14% of white males can be found, as compared to

Table 3.31

Salary Levels of Black and White, Full-Time, 9-10 Month Contract Faculty by Sex in Maryland in 1975 and 1977

Faculty ^a	Salary Levels																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	2,462	2,562		57	29		279	132		649	402		684	697		638	897		155	405	
%			-0.1	2.3	1.1	-1.2	11.3	5.2	-6.1	26.4	15.7	-10.7	27.8	27.2	-0.5	25.9	35.0	+9.9	6.3	15.8	+9.5
BM N	67	66		2	0		10	3		23	20		15	16		14	21		39	6	
%			-0.1	3.0	0	-3.0	14.9	4.5	-10.4	34.3	30.3	-4.0	22.4	24.2	+1.8	20.9	31.8	+10.9	4.5	9.1	+4.6
WF N	1,051	1,096		43	29		239	122		389	294		210	337		154	250		16	64	
%			0	4.1	2.6	-1.5	22.7	11.1	-11.6	37.0	26.8	-10.2	20.0	30.7	+10.7	14.7	22.8	+8.1	1.5	5.8	+4.3
BF N	44	55		2	3		10	14		13	9		12	18		7	9		0	2	
%			+1.3	4.5	5.5	+1.0	22.7	25.5	+2.8	29.5	16.4	-13.1	27.3	32.7	+5.4	15.9	16.4	+0.5	0	3.6	+3.6
Total N	3,624	3,779		104	61		538	271		1,074	725		921	1,068		813	1,177		174	477	
%				2.8	1.6	-1.2	14.8	7.1	-7.7	29.6	19.1	-10.5	25.4	28.2	+2.8	22.4	31.1	+8.7	4.8	12.6	+7.8

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.32

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Executive/Managerial and Professional,
Non-Faculty Employees by Sex in Maryland in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,061	1,050		30	17		120	84		208	154		213	230		256	254		234	311	
%			-5.0	2.8	1.6	-1.2	11.3	8.0	-3.3	19.6	14.7	-4.9	20.1	21.9	+1.8	24.1	24.2	+0.1	22.1	29.6	+7.5
BM N	83	90		5	2		19	15		29	20		14	27		13	17		3	9	
%			0	6.0	2.2	-3.8	22.9	16.7	-6.2	34.9	22.2	-12.7	16.9	30.0	+13.1	15.7	18.9	+3.2	3.6	10.0	+6.4
WF N	420	526		42	36		108	109		141	168		74	138		37	55		18	20	
%			+4.3	10.0	6.8	-3.2	25.7	20.7	-5.0	33.6	31.9	+1.7	17.6	26.2	+8.6	8.8	10.5	+1.7	4.3	3.8	-0.5
BF N	55	70		3	1		16	9		17	34		8	18		7	4		4	4	
%			+0.7	5.5	1.4	-4.1	29.1	12.9	-16.2	30.9	48.6	+17.7	14.5	25.7	+11.2	12.7	5.7	-7.0	7.3	5.7	-1.6
Total N	1,619	1,736		80	56		263	217		395	376		309	413		313	330		259	344	
%				4.9	3.2	-1.7	16.2	12.5	-3.7	24.3	21.6	+2.7	19.0	23.7	+4.7	19.3	19.0	-0.3	15.9	19.8	+3.9

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

188 of the whites.

Faculty. Twelve-month faculty made up only 8% of the total faculty, but unlike the other professional categories, blacks made up 5% of the group. Table 3.33 indicates that white males were primarily at salary levels 5 and 6. Eighty-five percent of black males were clustered evenly at levels 4, 5, and 6. White females clustered at level 5 and black females at level 3. The differences were clear when the group was analyzed by sex and by race. Sixty-one percent of the males were found at levels 5 and 6 but only 44% of the females, and 55% of the whites and only 45% of the blacks.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. This category alone accounted for 23% of all employees. It included 71% females and 10% blacks, as seen in Table 3.34. Skilled crafts positions included only 13 females. This difference by sex explained in part the fact that males clustered at salary level 4 while females were at level 3. Black females were the lowest paid.

Service/Maintenance. Service/maintenance employees represented 11% of the total and were 62% male and 55% black. Table 3.35 shows that only 2% of the group earned less than \$5,000 and no one earned less than \$3,000. Black males and white females clustered at salary level 3, and white males and black females each split evenly between levels 3 and 4. However, 23% of white males were at level 5.

Full-time Faculty by Rank and Tenure

Tenured. Tenured faculty, 32% of the total faculty, included less than 2% black. As indicated in Table 3.36, all four subgroups clustered at the associate professor level. White males outnumbered white females 3 to 1, and black males outnumbered black females 2 to 1. Most of the white females were at the assistant

Table 3.33

Salary Levels of Black and White, Full-Time, 11-12 Month Contract Faculty by Sex in Maryland in 1975 and 1977

Faculty ^a	Salary Level																				
	Total			1. Below \$9,999			2. \$10,000-\$12,999			3. \$13,000-\$15,999			4. \$16,000-\$18,999			5. \$19,000-\$24,999			6. \$25,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	495	430		6	3		36	11		48	40		104	54		138	141		163	181	
%			+3.8	1.2	0.7	-0.5	7.3	2.6	-4.7	9.7	9.3	-0.4	21.0	12.6	-8.4	27.9	32.8	+4.9	32.9	42.1	+9.2
BM N	14	9		0	0		0	0		2	0		4	1		4	4		4	4	
%			-0.5			0			0	14.3		-14.3	28.6	11.1	-17.5	28.6	44.4	+15.8	28.6	44.4	+15.8
WF N	86	62		2	1		11	3		20	17		14	15		31	17		8	9	
%			-1.8	2.3	1.6	-0.7	12.8	4.8	-8.0	23.3	27.4	+4.1	16.3	24.2	+7.9	36.0	27.4	-18.6	9.3	14.5	+5.2
BF N	15	5		0	0		2	0		8	2		0	2		3	1		2	0	
%			-1.5			0	13.3		-13.3	53.3	40.0	-13.3		40.0	+40.0	20.0	20.0	0	13.3		-13.3
Total N	610	506		8	4		49	14		78	59		122	72		176	163		177	194	
%				1.3	0.7	-0.6	8.0	2.7	-5.3	12.7	11.6	-1.1	20.0	14.2	-5.8	28.8	32.2	+3.4	29.0	38.3	+9.3

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.34
Salary Levels of Black and White, Full-Time, 11-12 Month Contract, Secretarial, Technical and Skilled Crafts Employees
by Sex in Maryland in 1975 and 1977

Employee ^a	Salary Level																				
	Total			1. Below \$5,000			2. \$ 3,000- \$ 7,499			3. \$ 7,500- \$ 9,999			4. \$10,000- \$12,999			5. \$13,000- \$15,999			6. \$16,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	939	1,061		3	0		57	38		244	215		394	395		166	248		75	165	
%			+2.1	0.3		-0.3	6.0	3.5	-2.5	25.9	20.2	-5.7	41.9	37.2	-4.7	17.6	23.3	+5.7	7.9	15.5	+7.6
BM N	113	145		0	0		11	10		44	40		46	75		10	11		2	9	
%			+0.7			0	9.7	6.8	-2.9	38.9	27.5	-11.4	40.7	51.7	+11.0	8.8	7.5	-1.3	1.7	6.2	+4.5
WF N	2,310	2,322		18	16		498	281		1,059	921		682	992		47	90		6	22	
%			-3.5	0.7	0.6	-0.1	21.5	12.1	-9.4	45.8	39.6	-5.6	29.5	42.7	+13.2	2.0	3.8	+1.8	0.2	0.9	+0.7
BF N	235	232		1	0		69	26		125	124		38	77		2	4		0	1	
%			-0.4	0.4		-0.4	29.3	11.2	-18.1	53.1	53.4	+0.3	16.1	33.1	+17.0	0.8	1.7	+0.9		0.4	+0.4
Total N	3,597	3,760		22	16		635	355		1,472	1,300		1,160	1,539		225	353		83	197	
%				0.6	0.4	-0.2	17.6	9.4	-8.2	40.9	34.5	-5.4	32.2	40.9	+8.7	6.2	9.3	+2.9	2.3	5.2	+2.9

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.35

Salary Levels of Black and White, Full-Time, 11-12 Month Contract, Service/Maintenance Employees
by Sex in Maryland in 1975 and 1977

Employee ^a	Salary Level																	
	Total			1. Below \$3,000			2. \$3,000-\$4,999			3. \$5,000-\$7,499			4. \$7,500-\$9,999			5. \$10,000 and above		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	637	613		0	0		21	1		234	120		235	303		147	189	
%			-1.1			0	3.2	0.1	-3.1	36.7	19.5	-17.2	36.8	49.4	+12.6	23.0	30.8	+7.8
BM N	457	500		0	0		3	0		218	177		165	233		71	90	
%			+2.6			0	0.6		-0.6	47.7	35.4	-12.3	36.1	46.6	+10.5	15.5	18.0	+2.5
WF N	175	186		0	0		1	4		96	45		63	110		15	27	
%			+0.7			0	0.5	2.1	+1.6	54.8	24.1	-30.7	36.0	59.1	+23.1	8.5	14.5	+6.0
BF N	508	466		0	0		9	0		232	113		237	307		30	46	
%			-2.1			0	1.7		-1.7	45.6	24.2	-21.4	46.6	65.8	+19.2	5.9	9.8	+3.9
Total N	1,777	1,765		0	0		34	5		780	455		700	953		263	352	
%						0	1.9	0.2	-1.7	43.8	25.7	-18.1	39.3	53.9	+14.6	14.8	19.9	+4.1

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

^bChange in Percentage between 1975 and 1977

AP:kmk

Table 3.36

Rank of Black and White, Full-Time, Tenured Faculty by Sex in Maryland in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	1,777	1,994		622	734		805	920		321	318		29	22	
%			+1.0	35.0	36.8	+1.8	45.3	46.1	+0.8	18.1	15.9	-2.2	1.6	1.1	-0.5
BM N	30	33		10	12		12	13		5	7		3	1	
%			0	33.3	36.4	+3.1	40.0	39.4	-0.6	16.7	21.2	+4.5	10.0	2.0	-8.0
WF N	571	605		106	129		240	258		196	192		29	26	
%			-1.0	18.6	21.3	+2.7	42.0	42.6	+0.6	34.3	31.7	-2.6	5.1	4.3	-0.8
BF N	16	18		4	2		8	8		4	8		0	0	
%			0	25.0	11.1	-13.9	50.0	44.4	-5.6	25.0	44.4	+19.4			0
Total N	2,394	2,650		742	877		1,065	1,199		526	525		61	59	
%				30.9	33.1	+2.2	44.4	45.2	+0.8	21.9	19.8	-2.1	2.5	2.2	-0.3

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

professor level, suggesting that these were individuals who had received tenure without promotion.

Non-tenured, On Track. There were only 917, or 12%, non-tenured, on track faculty, indicating a very small pool for tenured positions. Table 3.37 shows that the group included 4% blacks, who were clustered at the instructor/lecturer level. More specifically, 67% of black females were at the instructor/lecturer level while 13% of black males were full professors without tenure. Although both white males and white females clustered at the assistant professor level, white females were almost as numerous at the instructor/lecturer level, with 14% of white males being associate professors without tenure. It is possible that differences between colleges and universities on the one hand and community colleges on the other could account for these groupings.

Other Faculty. As has been consistently the case with this category of individuals, all clustered at the instructor/lecturer level. This POA, as seen in Table 3.38, represented 13% of the faculty and included 5% blacks. Nine percent of the white males had achieved associate or full professor status.

Temporary and Part-time Employees

These employees represented 26% of the work force, and 76% of them were faculty members. Table 3.39 shows that although part-time faculty accounted for 43% of the entire faculty, only 99 blacks (3%) were part-time faculty members.

POA Analysis - 1977

By 1977 the total number of employees in Maryland TWIs had increased by 2% to 16,137. The number of blacks had also increased to 1,871, which represented a 0.3% increase between 1975 and 1977 (Table 2.1). By 1977, 1.7% of all full-time employees were being paid in full from soft money funds, and of this group,

Table 3.37

Rank of Black and White, Full-Time, Non-Tenured, On-Track Faculty by Sex in Maryland in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	576	426		28	14		80	56		284	201		184	155	
%			-5.7	4.9	3.3	-1.6	13.9	13.1	-0.8	49.3	47.2	-2.1	31.9	36.4	+4.5
BM N	23	16		3	0		2	0		7	12		11	4	
%			-0.4	13.0		-13.0	8.7		-8.7	30.4	75.0	+44.6	47.8	25.0	-22.8
WF N	300	279		1	3		24	27		139	117		136	132	
%			+4.6	0.3	1.1	+0.8	8.0	9.7	+1.7	46.3	41.9	-4.4	45.3	47.3	+2.0
BF N	18	25		0	0		0	1		6	9		12	15	
%			+1.4			0		4.0	+4.0	33.3	36.0	+2.7	66.7	60.0	-6.7
Total N	917	746		32	17		106	84		436	339		343	306	
%				3.4	2.2	-1.2	11.5	11.2	-0.3	47.5	45.4	-3.1	37.4	41.0	+3.8

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.38

Rank of Black and White, Full-Time, Other Faculty by Sex in Maryland in 1975 and 1977

Faculty ^a	Rank														
	Total			Professor			Associate Professor			Assistant Professor			Other		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ	1975	1977	% Δ
WM N	633	565		22	8		33	40		273	279		305	238	
%			-2.8	3.5	1.4	-2.1	5.2	7.1	+2.1	43.1	49.4	+5.3	48.2	42.1	-6.1
BM N	28	25		0	0		0	0		12	16		16	9	
%			-0.1			0			0	42.9	64.0	+21.1	57.1	36.0	-21.1
WF N	262	267		3	6		8	8		102	101		150	152	
%			+2.7	1.1	2.2	-1.1	3.1	3.0	-0.1	38.5	37.9	-0.6	57.3	56.9	-0.4
BF N	17	18		0	1		1	0		6	7		10	10	
%			+0.2		5.6	+5.6	5.9		-5.9	35.3	38.9	+3.6	58.8	55.6	-3.2
Total N	940	875		25	15		42	48		392	403		481	409	
%				2.6	1.7	+0.9	4.4	5.4	+1.0	41.7	46.0	+4.3	51.1	46.7	-4.4

^aFaculty: WM - white male
 BM - black male
 WF - white female
 BF - black female

^bChange in Percentage between 1975 and 1977

Table 3.39

Primary Occupational Activity of Black and White Temporary Employees
By Sex in Maryland in 1975 and 1977

Employee ^a	Primary Occupational Activity								
	Total			Faculty			Non-Faculty		
	1975	1977	% Δ ^b	1975	1977	% Δ	1975	1977	% Δ
WM N	2,407	2,362		2,095	2,097		312	265	
%			+0.4	87.1	88.8	+0.1	12.9	11.2	-1.7
BM N	106	88		61	39		45	49	
%			-0.1	57.5	44.3	-13.2	42.4	55.6	+13.2
WF N	1,552	1,511		954	1,009		598	502	
%			-0.1	61.4	66.8	+5.4	38.5	33.2	-5.3
BF N	95	91		38	34		57	57	
%			0	40.0	37.4	-2.6	60.0	62.6	+2.6
Total N	4,160	4,052		3,148	3,179		1,012	873	
%				75.6	78.5	+2.9	24.3	21.5	-2.8

^a Employee: WM - white male
BM - black male
WF - white female
BF - black female

^b Change in Percentage between 1975 and 1977

15% were black. This was a 6% decrease over the two-year period.

9-10 Month Contract

Faculty. There was a 2% increase in the number of 9-10 month faculty, from 49% to 51%, but blacks did not fare as well, increasing by only 0.2% (3.2% in 1977). As shown in Table 3.31, there was a general increase in salary levels. White males moved to level 5 where their numbers increased by 10%, and white females and black females moved from level 3 to level 4. Black males, who had clustered at level 3 in 1975, now had two even clusters at levels 3 and 5. Almost 7% of the blacks were now at level 6. Analyzed by sex or by race, the group had the same difference, whites and males at level 5 and blacks and females at level 4.

11-12 Month Contract

Executive, Administrative, Managerial and Professional Non-faculty. In 1977, executive/managerial and professional non-faculty represented 22% of 11-12 month employees, a 1% increase since 1975, and although blacks still made up 9% of the group, their numbers had increased by 22 (Table 3.32). Males, both black and white, had made progress in terms of salaries, but females had not, at least with respect to the major clusters. White males moved up to salary level 6, and now 54% were at either level 5 or 6. Black males moved up from level 3 to 4, and increased their numbers by 10% at levels 5 and 6. Black females in both 1975 and 1977 clustered at the middle salary levels. Although their percentage at the two lowest levels decreased by 21%, the percentage in the top two levels also decreased by 5%. The differences become especially sharp when the group is analyzed by sex. Males clustered at level 6, but females at level 3. Fifty-two percent of the males were at levels 5 and 6. Only 14% of the females were at

these levels. Analyzed by race, the major difference again occurs at the top two levels in which 40% of the whites were located but only 21% of the blacks. The number of blacks holding both an executive/managerial position and faculty rank and/or tenure decreased from six to five while the number of whites holding dual appointments decreased from 188 to 177.

Faculty. This group of faculty members shrank by 17% between 1975 and 1977. More striking is the 51.7% decrease in the number of blacks in this category. By contrast, the percentage of white males increased between 1975 and 1977. Table 3.33 shows that salary differentials remained similar to those of 1975. White males clustered at levels 5 and 6 and white females at levels 3 and 5. Black males were almost entirely at levels 5 and 6 and black females at levels 3 and 4. However, their number was so small as to make comparison meaningless. Whereas in 1975, they had represented 5% of the group, they were now less than 3%.

Secretarial/Clerical, Technical/Paraprofessional, and Skilled Crafts. This category accounted for 23% of all employees. As seen in Table 3.34 it was composed of 10% black and 68% female. Black females continued to lag behind in pay scale, and the skilled crafts positions were still held overwhelmingly by males.

Service/Maintenance. Service/maintenance employees were still 11% of the total and included 54% blacks. Table 3.35 indicates that the number and percentage of individuals at salary level 2 had decreased substantially and those at level 5 increased by 4%. All four subgroups now clustered at level 4, but white males continued, as elsewhere, to lead the pay scale.

Full-time Faculty by Rank and Tenure

Tenured. By 1977, tenured faculty had increased from 32% to 36% of total faculty, but blacks still made up less than 2% of the group. As seen in Table 3.36, all four groups clustered at the associate professor level, but the

percentage of males at the professor level was at least 16% higher than that of females. Unlike Florida, for example, which had many tenured instructors or lecturers, Maryland had very few (2%). White males continued to outnumber white females more than three to one.

Non-tenured, On Track. Non-tenured, on track faculty, as a percentage of total faculty, decreased by 2%, and this represented a 23% decrease in number since 1975. They were now 10% of total faculty. Table 3.37 shows that the percentage of blacks changed little (a 1% increase), and there was no increase in their number. Because of the substantial decreases in numbers none of the four groups made any upward progress. In fact, white females could be said to have lost ground since they now clustered at the instructor/lecturer level, whereas in 1975 they had been evenly split between that level and the assistant professor level.

Other Faculty. Again, these faculty members decreased in number by 7%, although they continued to represent 12% of total faculty. Table 3.28 indicates that blacks increased slightly in percentage to almost 5% but actually lost two individuals from their number. Males, both black and white, showed a substantial increase in rank, and now clustered solidly at the assistant professor level. This is true especially of black males, whose number at the assistant professor rank increased by 21%. Black and white females remained at the instructor/lecturer level with their percentages almost unchanged.

Temporary and Part-time Employees

Between 1975 and 1977 some changes took place in this category, as shown in Table 3.39. Temporary and part-time employees now represented 25% instead of 26% of the total work force. Blacks decreased in number by 12% and now made up a little over 4% of the group. The percentage of blacks who were temporary

faculty decreased by almost 1%, but their number decreased by 36. The number of executive/professional non-faculty employees increased by 27%; the percentage of blacks in that POA decreased slightly, although their actual number increased by three.

New Hires

New hires accounted for almost 7% of all employees, and 18% of them were black. Specifically, black professionals accounted for 15% of the executive/professional non-faculty positions, 2% of the new tenured faculty, and almost 5% of the non-tenured faculty (Table 3.40). These new hires, however, do not counteract the cuts in number reported earlier.

Conclusion

These data show that Maryland either made no progress in the hiring of black employees or actually cut their number by a percentage unparalleled by the general cutbacks in its work force. This is particularly true in the faculty positions where, for example, the number of blacks in full-time, 11-12 month contract faculty positions was cut by nearly 52%. At the same time, although tenured faculty increased by 256, this number included only 5 blacks.

Table 3.40

Primary Occupational Activity of Black and White New Hires
By Sex in Maryland in 1977

Employee ^a	Primary Occupational Activity				
	Total	Executive/ Managerial; Professional, Non-Faculty	Faculty	Secretarial	Service/ Maintenance
WM N	467	86	213	77	91
%		18.4	45.6	16.4	19.4
BM N	120	12	6	16	86
%		10.0	5.0	13.3	71.6
WF N	415	58	114	220	23
%		13.9	27.4	53.0	5.5
BF N	76	13	9	29	25
%		17.1	11.8	38.1	32.8
Total N	1,078	169	342	342	225
%		15.6	31.7	31.7	20.8

^aEmployee: WM - white male
BM - black male
WF - white female
BF - black female

Chapter 4

DISCRIMINANT ANALYSIS

Employment of blacks increased from 25,378 or 13.4% of the employees in 1975 to 27,093 or 13.6% in 1977, an increase of 0.2%. In 1975, black males made up 5.5% of the total and black females 7.9%. In 1977 the percentage for black men had decreased slightly (5.2%), but for black females it had increased to 8.3%.

In order to determine how these changes were dispersed across institutional types and between the sexes and races, stepwise discriminant analyses were performed (Klecka, 1975). These analyses began with the desire to distinguish statistically among four groups of institutions: flagship, doctoral, comprehensive colleges, and community colleges. It was expected that these institutions would differ according to several variables. Selectivity was chosen as a variable for forced inclusion into the analysis. The hierarchy of institutions found by Astin was based on enrollment statistics for community colleges and utilized SAT scores for the other institutions. Table 4.1 lists the numbers of each type of institution in the three selectivity categories (high, medium, and low).

POAs of employees in colleges and universities can be categorized as academic and non-academic, that is, faculty and all others. One must be careful to note that for this statistical analysis all other workers--executive, administrative, managerial, and professional non-faculty as well as secretarial/clerical, technical/paraprofessional, and skilled crafts workers--were defined as non-faculty. The major concern was to analyze faculty as a separate group. Total faculty were taken from the salary categories (instead of rank and tenure categories). Seven columns were included from each school's EEO-6 forms for the years 1975 and 1977:

Table 4.1
Institutional Type by Selectivity^a

Selectivity	Institutional Type				
	Flagship	Doctoral	Comprehensive College	Community College	Total
Low					
N	1	1	35	31	68
Row %	1.5	1.5	51.5	45.6	24.7
Column %	12.5	8.3	53.0	16.4	
Medium					
N	5	5	18	107	135
Row %	3.7	3.7	13.3	79.3	49.1
Column %	62.5	41.7	27.3	56.6	
High					
N	2	1	7	19	29
Row %	6.9	3.4	24.1	65.5	10.5
Column %	25.0	8.3	10.6	10.1	
Total Prior Probabilities	8 0.0345	7 0.0302	60 0.2586	157 0.6767	232
Missing ^b					
N	-	5	6	32	43
Column%	-	41.7	9.1	16.9	15.6
Row%	-	11.6	14.0	74.4	
TOTAL	8	12	66	189	275
%	2.9	4.4	24.0	68.7	100.0

^aPercentages may not add to 100 due to rounding.

^bNo selectivity score.

total employees on rows, total male, white male, black male, total female, white female, and black female.

The white male, black male, white female, and black female totals were converted to proportions of the total number of employees listed in a given totals row of the EEO-6 reporting form. The proportions obtained were the actual proportions of the defined groups in the EEO-6 database; thus, the combinations of the male and female proportions do not add to 1.0 as the Hispanic and other ethnic groups were not included (Table 4.3). Similar arithmetic results are obtained for racial proportion (Table 4.2). This allowed comparison across institutions by using proportions of persons hired rather than actual number of persons hired, which would have unduly weighted the scores of favor in the large schools and would also have hidden percentage changes.

Differences in the relative proportions of the categories above between 1975 and 1977 were also calculated and utilized for an analysis.

Stepwise Method

Discriminant analysis that uses just one dimension, such as a group membership vector used in this study, is essentially equivalent to a multivariate one-way analysis of variance that determines the likelihood that the group matrices of $\bar{p}$ means are drawn from the same population. A stepwise solution examines the matrices of $\bar{p}$ variables and chooses the variable that explains the most variance in the sample centroids, controls for it, and selects the next most predictive residual variance among the remaining variables, and so on.

In this study, the Astin selectivity scores were input into the equations to control for any differences between the schools on the selectivity variable before the group proportions were entered into the analyses.

Table 4.2

Mean Percentages for Faculty and Non-Faculty by Institutional Type
By Race and Sex, 1975 and 1977^a

P O A ^b	Institutional Type								Total	
	Flagship		Doctoral		Comprehensive College		Community College			
	1975	1977	1975	1977	1975	1977	1975	1977	1975	1977
Faculty										
White	95.85	94.95	93.16	94.02	95.84	95.04	93.64	93.31	94.27	93.83
Black	1.66	1.80	4.61	2.61	2.04	2.19	3.66	4.34	3.20	3.65
Male	81.18	80.04	78.91	78.32	72.70	71.40	63.09	62.34	66.68	65.78
Female	16.32	16.71	18.86	18.30	25.18	25.82	34.22	35.31	30.80	31.70
Non-Faculty										
White	83.80	80.73	74.64	76.54	82.80	82.77	85.39	84.22	84.37	83.49
Black	14.55	17.11	24.40	22.42	14.98	14.65	13.00	13.66	13.91	14.30
Male	44.45	43.32	44.46	42.57	45.58	45.03	46.50	44.34	46.13	44.43
Female	53.91	54.52	54.58	56.39	52.30	52.39	51.89	53.54	52.15	53.36

Note: The proportions have been transformed into percentages for display.

^aPercentages do not add to 100 due to rounding. Furthermore, only black and white employees are included: Hispanic and others are excluded.

^bPrimary Occupational Activity.

Table 4.3

Mean Numbers and Relative Percentages of Faculty and Non-Faculty by Institutional Type, Sex, and Sex by Race, 1975 and 1977^a

P O A ^b	Institutional Type												Total		
	Flagship			Doctoral			Comprehensive College			Community College					
	1975	1977	Δ	1975	1977	Δ	1975	1977	Δ	1975	1977	Δ	1975	1977	Δ
Faculty															
Total	1,559.75	1,553.00	-6.75	1,167.43	1,216.14	28.71	238.70	251.02	12.32	85.78	89.70	3.92	209.40	215.86	6.40
Total Male	1,295.87	1,289.87	-6.00	947.43	984.43	37.00	177.57	185.75	8.18	54.60	56.04	1.44	156.14	160.14	4.00
White Male %	80.17	78.91	-1.26	76.20	76.92	0.72	71.62	70.34	-1.28	61.72	60.82	-0.90	65.35	64.39	-0.96
Black Male %	1.01	1.14	0.13	2.72	1.40	-1.32	1.08	1.06	-0.02	1.37	1.53	0.16	1.32	1.39	0.07
Total Female	263.87	263.12	-0.75	240.00	231.71	-8.29	61.13	65.27	4.14	31.18	33.66	2.48	53.25	55.72	2.47
White Female %	15.67	16.05	0.38	16.96	17.09	0.13	24.23	24.70	0.47	31.92	32.49	0.57	28.92	29.44	0.52
Black Female %	.65	.66	0.01	1.90	1.21	-0.69	.96	1.13	0.17	2.30	2.82	0.52	1.88	2.26	0.38
Non-Faculty															
Total	4,078.37	4,367.12	288.75	2,745.71	2,881.00	135.29	344.05	347.70	3.65	107.38	116.36	8.98	385.12	406.19	21.07
Total Male	1,817.62	1,883.25	65.63	1,121.86	1,125.71	3.85	158.97	157.10	-1.87	50.28	52.36	2.08	171.66	174.97	3.31
White Male %	36.36	37.16	-1.2	34.07	34.21	0.14	38.77	38.31	-0.46	39.56	37.33	-2.23	39.15	37.48	-1.67
Black Male %	5.09	5.16	0.7	10.39	8.37	-2.02	6.81	6.72	-0.09	6.94	7.01	0.07	6.98	6.95	-0.03
Total Female	2,260.75	2,483.87	223.12	1,623.86	1,755.29	131.43	185.08	190.60	5.52	57.10	64.00	6.90	213.46	231.22	17.76
White Female %	45.44	43.57	-1.87	40.57	42.33	1.76	44.13	44.46	0.33	45.83	46.90	1.07	45.22	46.01	0.79
Black Female %	8.46	10.95	2.49	14.01	14.05	0.04	8.17	7.93	-0.24	6.06	6.64	0.58	6.93	7.35	0.42

^aPercentages will not add to 100% since only black and white hires are listed.^bPrimary Occupational Activity.

The first stepwise selection criterion used in the analysis was the Wilks' lambda statistic. This is the criterion that replicates the overall multivariate F ratio for the test of differences among the group centroids. The variable that maximizes the F ratio also minimizes Wilks' lambda, a measure of group discrimination. As more and more variables enter the equation, the multivariate F test is more closely approximated until equivalency is arrived at with all variables entered.

The second criterion used was "Rao's V," which has been characterized as a generalized distance measure. The variable selected on a particular step is one which contributes the largest increase in V when added to the previous variables entered on earlier steps. The stepwise procedure results in an optimal set of variables being selected and thereby locates the best set of discriminating variables. A limiting factor is the susceptibility of the technique to the particular idiosyncratic properties of the sample. Replications of this technique with other samples would test the validity of the results obtained on the sample used in this study.

Based on the results of the overall analysis of POAs and the four-state analyses in which institutional selectivity, blacks and whites, males and females, and faculty and non-faculty groups were found to differ, it was anticipated that these variables might also differ by institutional type. Five separate stepwise discriminant analyses (Klecka, 1975) were performed:

- a. 1975 data for black faculty, white faculty, white non-faculty, and black non-faculty.
- b. 1977 data for black faculty, white faculty, white non-faculty, and black non-faculty.
- c. 1975 data of the above groups further broken down by sex.
- d. 1977 data of the above groups further broken down by sex.

- e. 1977-1975 differences in the proportions of the groups in c and d listed above.

Throughout all of the following analyses, the group sample sizes were used to determine the prior probabilities which are listed in Table 4.1.

Racial Proportions - 1975

The first analysis was performed on black and white, faculty groups for 1975, allowing the variables to enter the analyses until those variables remaining in the pool offered no significant increase in discriminatory ability.

The first variable entered for determination of group membership was selectivity, the second was the proportion of black faculty employed in 1975, while the third variable to contribute significantly to the variance within the sample was the proportion of black non-faculty employed in 1975. Of interest was the fact that the two variables reporting the proportions of white faculty and non-faculty were not significant contributors in predicting difference between the institutional types. The stepwise analysis is summarized in Table 4.4.

The matrix of pairwise multivariate F ratios appears in Table 4.5. The results of this analysis show that the flagship institutions were not significantly different from the other three types of school, while the three remaining school types were significantly different from one another.

When discriminant functions were computed for the variables that were found to contribute significantly to group membership information (discrimination, that is, reported significant differences between the institutional types), it was found that two significant discriminant functions were present. They are summarized in Table 4.5.

The selectivity variable proved interesting in that it demonstrated that selectivity and group membership were not necessarily a one-to-one relationship.

Table 4.4

STEPWISE DISCRIMINANT ANALYSIS RESULTS FOR FACULTY AND NON-FACULTY BY RACE, 1975

Step Number	Variable Entered	F to Enter or Remove	Number Included	Wilks' Lambda	Sig.	Rao's V	Change in Rao's V	Sig. of Change
1	Selectivity	6.92492	1	.91649	.000	20.77478	20.77478	.000
2	Faculty black	3.55945	2	.87532	.000	32.02175	11.24697	.010
3	Non-faculty black	4.01856	3	.83099	.000	44.47291	12.45116	.006

Table 4.5

Matrix of Pairwise Multivariate F Ratios for the Final Step
For Selectivity and Proportion of Black and White Faculty and Non-Faculty, 1975

Type of Institution	Flagship	Doctoral	Comprehensive
Doctoral	1.44		
Comprehensive	2.31	3.33*	
Community college	1.61	2.70*	10.6*

* $p \leq .05$

True, the introduction of enrollment size with the use of what was an SAT criterion for four year schools requires a cautious air about many of the conclusions, but not all flagship schools scored in the higher selectivity measures. The analyses that have included selectivity have controlled statistically for that factor. It is better experimental practice to control for a variable such as selectivity with blocking, but the sample sizes ruled out that process for this study.

Table 4.6 reports the group means, the univariate F tests, and the standardized discriminant function coefficients for each significant variable. The absolute value of the coefficient indicates its importance in the interpretation of the function. The sign indicates its direction toward the positive or negative end of the continuum of interpretative statements. The discriminant coefficients in Table 4.6 indicate that the first function forms a continuum with the selectivity and proportion of black faculty hired in 1975 versus the proportion of black non-faculty hired in 1975. The second discriminant function indicates that when the effects of the first discriminant function are partialled out, the selectivity scores and the proportion of black non-faculty are on one end of a continuum while the proportion of black faculty are on the other, i.e., the second function appears to be a mirror image of the first. Thus, for the first discriminant function which accounted for 72% of the observed variance, selectivity and the proportion of black faculty appear to contribute positively in predicting group membership, while there is an inverse relationship between those variables with the proportion of black non-faculty hired in 1975 for predictive purposes. Table 4.7 depicts the relative positioning of the three variables over the four groups.

These analyses suggest that when the selectivity variable is included, the

Table 4.6

Institutional Types, Means, Univariate F Tests, and Standardized Discriminant Function Coefficients for Selectivity and Proportion of Black Non-Faculty and Faculty, 1975

Variable	Group Means				F ^a	Standardized Discriminant Function Coefficients	
	Flagship	Doctoral	Comprehensive	Community Colleges		Function 1	Function 2
Selectivity	2.1250	2.0000	1.5333	1.9236	6.93 ^{**}	.69355	.47936
Non-faculty black	0.1455	0.2440	0.1498	0.1300	7.87 [*]	-.41633	.99072
Faculty black	0.0166	0.0461	0.0204	0.0366	4.01 ^{**}	.66209	-.27893
						72.2 ^b	19.8 ^b

^a df = 3,228

^b Percent of variance explained.

^{*} p < .05

^{**} p < .01

Table 4.7
Function Interpretations for the Discriminant Coefficients
For Selectivity and Proportion of Black and Non-Faculty, 1975

Function No.	Positive	Negative
1	___ selectivity ___ black faculty	___ black non-faculty
2	___ black non-faculty ___ selectivity	___ black faculty

primary variables in distinguishing the four types of institutions are the relative percentage of black faculty and non-faculty employees.

The group centroids, the mean discriminant scores for each of the four institutional types on the respective functions, are listed in Table 4.8. These centroids define each group's location along the functions' continua. The comprehensive colleges are at one end of the continuum for function 1, and the community colleges at the other end. The flagship and doctoral institutions are clustered together in the middle. On function 2, however, the community colleges and the comprehensive colleges assume the middle positions in the continua, while the doctoral schools are located on the extreme end. Function 1 was labeled a selectivity-proportion of black faculty dimension, while function 2 was labeled a proportion of black non-faculty (after function 1 explained variance was removed).

Table 4.6 indicates that the doctoral institutions had a greater proportion of black employees in both the faculty and non-faculty categories than did the flagship and comprehensive colleges, while the community colleges had roughly an equivalent proportion of black faculty as the doctoral institutions. All three of the variables were found to be significantly different among the four institutional types with univariate F tests. The multivariate F ratios point toward the doctoral institutions, comprehensive colleges, and community colleges as being the cause of the differences. The doctoral institutions appear to be significantly higher, as a group, than comprehensive and community colleges.

Community colleges in 1975 could be distinguished positively by selectivity (enrollment) and the presence of black faculty (function 1). This suggests that the community colleges after selectivity has been accounted for were more likely to employ black faculty than the other institutional types. Conversely, the comprehensive colleges were more likely to employ black faculty at lower

Table 4.8

Centroids of Groups in Reduced Space for the Stepwise
Discriminant Analysis for Selectivity and
Proportion of Black and Non-Faculty, 1977

Group	Institutional Type	Function 1	Function 2
1	Flagship	.01395	.40412
2	Doctoral	.04126	.98532
3	Comprehensive	.58802	-.03952
4	Community college	.22217	-.04942

proportions than the other schools. After accounting for function 1, function 2 appeared to show that the doctoral and flagship schools were more likely to employ black non-faculty than the comprehensive and community colleges.

Racial Proportions - 1977

The second analysis, paralleling the first, was performed on the black and white faculty and non-faculty groups for 1977, allowing racial hiring proportion variables to enter the analyses until those variables remaining in the pool offered no significant increase in the discriminating ability. This also produced two significant discriminant functions. The results of the stepwise analysis (Table 4.9) essentially replicated the 1975 data analysis with selectivity, proportion of black faculty, and the proportion of black non-faculty being the significant variables.

The pairwise multivariate F ratios (Table 4.10) replicated the 1975 data analysis as well, with the added significant difference between the flagship schools and the community colleges. Again, the doctoral, comprehensive, and community colleges were significantly different from one another on the mean vectors (three variables).

Table 4.11 lists the four group means for each of the significant variables from the stepwise analysis as well as the univariate F tests, discriminant function coefficients, and the percent variance accounted for. Table 4.12 displays the relative placement of the three variables on the two discriminant function continua. Table 4.12 is identical to Table 4.7 (1975 data), indicating that over the two-year time period the variables that distinguished most among the four institutional types did not change. (The reader should remember that the proportions used in these discriminant analyses are relative for each year;

Table 4.9

STEPWISE DISCRIMINANT ANALYSIS RESULTS FOR FACULTY AND NON-FACULTY BY RACE, 1977

Step Number	Variable Entered	F to Enter or Remove	Number Included	Wilks' Lambda	Sig.	Rao's V	Change in Rao's V	Sig. of Change
1	Selectivity	6.92492	1	.91649	.000	20.77478	20.77478	.000
2	Faculty black	5.79710	2	.85127	.000	39.06307	18.28829	.000
3	Non-faculty black	5.05138	3	.79778	.000	55.20882	16.14574	.001

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Table 4.10

Matrix of Pairwise Multivariate F Ratios for the Final Step
For Selectivity and Proportion of Black and White and Non-Faculty, 1977

Type of Institution	Flagship	Doctoral	Comprehensive College
Doctoral	0.32962		
Comprehensivise college	2.62507	2.65933*	
Community college	2.86084*	3.55163 *	12.97650**

* $p < .05$

** $p < .01$

Table 4.11

Institutional Types, Means, Univariate F Tests, and Standardized Discriminant Function Coefficients for Selectivity and Proportion of Black Non-Faculty and Faculty, 1977

Variable	Group Means				F ^a	Standardized Discriminant Function Coefficients	
	Flagship	Doctoral	Comprehensive	Community Colleges		Function 1	Function 2
Selectivity	2.1250	2.000	1.5333	1.9236	6.93 ^{**}	.53544	.77983
Non-faculty black	0.1711	0.2242	0.1465	0.1366	1.70	-.50873	.76779
Faculty black	0.0180	0.0261	0.0219	0.0434	5.87 ^{**}	.86470	-.48722
						74.67 ^b	23.84 ^b

^adf = 3,228

^bPercent of variance explained.

* p < .05

** p < .01

Table 4.12

Function Interpretations for the Discriminant Coefficients
For Selectivity and Proportion of Black Faculty and Non-Faculty, 1977

Function No.	Positive	Negative
1	____ selectivity ____ black faculty	____ black non-faculty
2	____ selectivity ____ black non-faculty	____ black faculty

they are not using 1975 as a base year.) For both 1975 and 1977 the variable with the largest coefficient was proportion of black faculty (function 1). Function 1 seems to be representing a selectivity-proportion of black non-faculty dimension after accounting for the first function.

An examination of the centroids (Table 4.13) indicates that while the comprehensive and community colleges have remained as the "extreme" groups on the first function, the flagship and doctoral schools have moved away from the community colleges and toward the comprehensive schools. Table 4.11 shows that the profile for the proportion of black employees changed somewhat, with the relative proportion in the doctoral institutions falling by 2% and the community colleges growing by 0.7%. The flagship and comprehensive schools' proportions remained roughly the same. On the second function, the flagship schools appeared to move toward the doctoral schools as their relative proportion of black non-faculty increased.

The above results appear to indicate that after selectivity was controlled, the community colleges were more likely to employ black faculty, perhaps even more so in 1977 than in 1975. The data also demonstrate that after the relative proportions of black faculty are accounted for, the flagship and doctoral schools were more likely to hire blacks in non-faculty positions.

Racial and Sexual Proportions - 1975

The third analysis was performed using nine variables: the relative proportions of black and white non-faculty for both male and female, black and white faculty for both male and female, and selectivity for the year 1975. This analysis identified five variables that contributed significantly to the discriminant function analyses: selectivity, white female faculty, black female non-faculty, black

Table 4.13

Centroids of Groups in Reduced Space for the Stepwise
Diseriminant Analysis for Selectivity and
Proportions of Black Faculty and Non-Faculty, 1977

Group	Institutional Type	Function 1	Function 2
1	Flagship	-.30130	.80088
2	Doctoral	-.47197	.91545
3	Comprehensive	-.60386	-.16032
4	Community College	.26717	-.02036

female faculty, and white male faculty, in that order. Two significant discriminant functions were found in the data.

The stepwise analysis results are listed in Table 4.14. Along with the selectivity variable, four of the eight relative proportions entered into the analysis were significant contributors in the discriminant functions: white female faculty, black female non-faculty, black female faculty, and white male faculty. Comparison of these results with the first analysis (racial proportions in 1975) shows that the variables containing the relative proportions of white employees entered the list of significant variables when the relative proportions were broken down by sex. Three of the four proportions were for women, one for white men, and neither of the two proportions for black men entered the analysis.

The pairwise multivariate F ratios (Table 4.15) indicate that the community colleges were significantly different from the other three institutional types, and the doctoral and comprehensive schools were significantly different from one another. The flagship and doctoral schools were not different from one another.

Table 4.16 lists the four group means for each of the significant variables from the stepwise analysis as well as the univariate F tests, discriminant function coefficients, and the percent of variance accounted for. Table 4.17 displays the relative clustering of the five variables on the two discriminant function continua. The first discriminant function appears to be a female faculty cluster versus a selectivity-white male faculty-black female non-faculty grouping. Function 2, computed on the residuals left after function 1, appears to have a white faculty cluster versus a selectivity-black female cluster.

An examination of the group centroids (Table 4.18) reveals that the flagship and doctoral schools formed a cluster (replicating the pairwise multivariate F ratio results) at the positive end of the continuum, the community colleges were

Table 4.14

STEPWISE DISCRIMINANT ANALYSIS RESULTS FOR FACULTY AND NON-FACULTY BY RACE AND SEX, 1975

Step Number	Variable Entered	F to Enter or Remove	Number Included	Wilks' Lambda	Sig.	Rao's V	Change in Rao's V	Sig. of Change
1	Selectivity	6.92492	4	.59240	.000	145.45424	28.52048	.000
2	Faculty white female	21.03564	1	.91649	.000	20.77478	20.77478	.000
3	Non-faculty black female	8.35686	2	.71713	.000	85.33160	64.55682	.000
4	Faculty black female	6.72454	3	.64552	.000	116.93375	31.60215	.000
5	Faculty white male	1.76858	5	.57870	.000	153.68652	8.23228	.041

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Table 4.15

Matrix of Pairwise Multivariate F Ratios. for the Final Step
for Selectivity and Proportion of Black and White Faculty
And Non-Faculty by Sex, 1975

Type of Institution	Flagship	Doctoral	Comprehensive College
Doctoral	0.64003		
Comprehensive college	2.52919	3.04058*	
Community college	7.42957**	8.17459**	18.68264**

* $p < .05$

** $p < .01$

Table 4.16

Groups, Means, Univariate F Tests, and Standardized Discriminant Function Coefficients for Selectivity, and Proportions of Black and White Non-Faculty and Faculty by Sex, 1975

Variable	Group Means				F ^a	Standardized Discriminant Function Coefficients	
	Flagship	Doctoral	Comprehensive	Community Colleges		Function 1	Function 2
Selectivity	2.1250	2.000	1.5333	1.9236	6.93**	-.22966	.87079
Non-faculty black female	0.0846	0.1401	0.0817	0.0606	5.36**	.56421	.24192
Faculty white male	0.8017	0.7620	0.7162	0.6172	19.60**	.30592	-.03374
Faculty white female	0.1567	0.1696	0.2423	0.3192	20.15**	-.51239	-.36287
Faculty black female	0.0065	0.0190	0.0096	0.0230	5.36**	-.34221	.24114
						86.70 ^b	11.35 ^b

^adf = 3,228

^bPercent of variance explained.

* p < .05

** p < .01

Table 4.17

Function Interpretations for the Discriminant Coefficients
for Selectivity and Proportions of Black Faculty and Non-Faculty
and White Faculty and Non-Faculty by Sex, 1975

Function No.	Positive	Negative
1	— black female non-faculty — white male faculty	— selectivity — white female faculty — black female faculty
2	— selectivity — black female non-faculty — black female faculty	— white male faculty — white female faculty

Table 4.18

Centroids of Groups in Reduced Space for the Stepwise Discriminant
Analysis for Selectivity and Proportions of Black Faculty and
Non-Faculty and White Faculty and Non-Faculty by Sex, 1975

Institutional Group Type		Function 1	Function 2
1	Flagship	1.23059	0.76889
2	Doctoral	1.42228	0.89175
3	Comprehensive	0.73871	-0.31251
4	Community college	-0.40843	0.04049

isolated on the negative end, and the comprehensive schools were positioned between the two locations. The profile of group means listed in Table 4.16 indicates that the flagship and doctoral schools had the highest scores on selectivity and proportion of white male faculty, while community colleges were lowest on the percentage of white male faculty. The community colleges were highest on the proportions of black female faculty (0.0230) and white female faculty (0.3192). The community colleges employed almost twice the relative proportion of faculty women, white and black, than did the flagship and doctoral schools. The discriminant analysis demonstrated those widely disparate differences were not removed when selectivity was statistically controlled.

The centroid distribution (Table 4.18) on the second function again showed the flagship and doctoral schools clustered together, but the comprehensive schools were the farthest removed from them with the community colleges moving toward the more senior institutions.

Table 4.16 lists the four group means for each of the significant variables from the stepwise analysis as well as the univariate F tests, discriminant function coefficients, and the percent of variance accounted for. Table 4.17 displays the relative clustering of the five variables on the two discriminant function continua. The first discriminant function appears to be a female faculty cluster versus a selectivity-white male faculty-black female non-faculty grouping. Function 2, computed on the residuals left after function 1, appears to have a white faculty cluster versus a selectivity-black female cluster.

An examination of the group centroids (Table 4.18) reveals that the flagship and doctoral schools formed a cluster (replicating the pairwise multivariate F ratio results) at the positive end of the continuum, the community colleges were isolated on the negative end, and the comprehensive schools were positioned

between the two locations. The profile of group means listed in Table 4.16 indicates that the flagship and doctoral schools had the highest scores on selectivity and proportion of white male faculty, while community colleges were lowest on the percentage of white male faculty. The community colleges were highest on the proportions of black female faculty (0.0230) and white female faculty (0.3192). The community colleges employed almost twice the relative proportion of faculty women, white and black, than did the flagship and doctoral schools. The discriminant analysis shows that those widely disparate differences were not removed when selectivity was statistically controlled.

The centroid distribution (Table 4.18) on the second function again showed the flagship and doctoral schools clustered together, but the comprehensive schools were the farthest removed from them with the community colleges moving toward the more senior institutions. Interpretation of the second function with the univariate mean is difficult because the second function was computed on residuals.

However, it is suspected that after the relatively low proportions of black and white faculty women in the flagship and doctoral schools accounted for in the first function, the residuals showed a racial dimension to further explain the differences between the institutional types, that is, the first explanation (function 1) has a sexual component and the second (function 2) a racial component. Thus, one is left with a conclusion somewhat different than the 1975 racial proportions analysis. That particular analysis led to a conclusion that community colleges were more likely to have black employees than the other institutional types. When the sexual dimension was added, the conclusion was modified: after controlling for selectivity, community colleges were more likely to employ black women

than were the other two institutional types. Of the two functions, the first (sexual) accounted for approximately 87% of the variance while the second function (racial) accounted for approximately 11%. In the 1975 data, the sexual dimension was of more weight than the racial dimension. The important work group proportion that distinguishes between the four institutional types appears to be black women.

The other conclusion is that the reported shift (after the first function) in the relative percentage of black non-faculty in the first analysis for flagship and doctoral schools may have been caused by black non-faculty women as a group. The mean percentages were 0.0846, 0.1401, 0.0817, and 0.0606 for the flagship, doctoral, comprehensive, and community colleges, respectively. The relative percentages of faculty and non-faculty black men did not enter into the discriminant analysis between the institutional types for 1975 data.

Racial and Sexual Proportions - 1977

The fourth analysis paralleled the third analysis but used 1977 data. The results differed from those obtained with 1975 data. The same five variables found to be significant participators in discriminating between the four institutional types with 1975 data were also identified when 1977 data were used. Again, two significant discriminant functions were found in the 1977 data.

Table 4.19 lists the stepwise analysis results. Of interest in this set of data was the fact that the relative proportions of white male and white female faculty switched positions in the ordering of the stepwise solution process. In 1975, the relative proportion of white female faculty was the first variable chosen after the selectivity variable was forced in first and the proportion of white male faculty was the last significant variable chosen. The reverse occurred

Table 4.19

STEPWISE DISCRIMINANT ANALYSIS RESULTS FOR FACULTY AND NON-FACULTY BY RACE AND SEX, 1977

Step Number	Variable Entered	F to Enter or Remove	Number Included	Wilks' Lambda	Sig.	Rao's V	Change in Rao's V	Sig. of Change
1	Selectivity	6.93	4	.91649	.000	20.77478	20.77478	.000
2	Faculty white male	21.44	1	.71414	.000	86.86289	66.08811	.000
3	Non-faculty black female	9.18	2	.63659	.000	121.09116	34.22828	.000
4	Faculty black female	5.33	3	.59432	.000	144.30603	23.21487	.000
5	Faculty white female	5.27	5	.55512	.000	168.53400	5.16916	.000

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for the 1977 data: the relative proportion of white male faculty was the first variable chosen after the selectivity variable and the white female faculty variable last. However, as the other variables entered the analysis, the white male faculty relative proportion declined in discriminating power. When the relative proportion of white female faculty was selected on step five the relative proportion of white male faculty was very close to being removed as a significant contributor. Thus, after the last significant step (5), the relative importance of the variables in the list was essentially the same as the 1975 results.

The pairwise multivariate F ratios (Table 4.20) indicated that the community colleges were significantly different from the other three institutional types. The comprehensive schools were also significantly different from the other three types (for 1975 data they were not different from the flagship schools). Replicating the 1975 results, the doctoral and flagship schools were not different from one another.

Table 4.21 lists the four group means for each of the significant variables from the stepwise analysis, the respective univariate F tests, standardized discriminant function coefficients, and the percentage of variance accounted for. Table 4.22 displays the relative clustering of the five variables on the two discriminant function continua. These two discriminant functions are replications of the two functions discovered in the 1975 data. The first function was a selectivity-female faculty versus a white male faculty-black female non-faculty dimension (one might tentatively conceptualize this function as faculty women versus other). The second function was a selectivity-black women versus white faculty dimension.

The group centroids in Table 4.23 display the clustering of the flagship

Table 4.20

Matrix of Pairwise Multivariate F Ratios for the Final Step
for Selectivity and Proportions of Black Faculty
And Non-Faculty and White Faculty and Non-Faculty by Sex, 1977

Type of Institution	Flagship	Doctoral	Comprehensive College
Doctoral	0.20051		
Comprehensive college	3.64612**	3.75631*	
Community college	9.71790**	9.66860**	18.39200**

* $p < .05$

** $p < .01$

Table 4.21

Institutional Types, Means, Univariate F Tests, and Standardized Discriminant Function Coefficients for Selectivity and Proportions of Black and White Non-Faculty and Faculty by Sex, 1977

Variable	Group Means				F ^a	Standardized Discriminant Function Coefficients	
	Flagship	Doctoral	Comprehensive	Community College		Function 1	Function 2
Selectivity	2.1250	2.0000	1.5333	1.9236	6.9249**	-.17197	.90888
Non-faculty black female	0.1095	0.1405	0.0793	0.0664	4.3072**	.57664	.38907
Faculty white male	0.7891	0.7692	0.7034	0.6082	20.6813**	.24705	-.14491
Faculty white female	0.1605	0.1709	0.2470	0.3249	21.1752**	-.51223	-.33805
Faculty black female	0.0066	0.0121	0.0113	0.0282	7.4971**	-.46356	.13657
						87.05 ^b	12.41 ^b

^adf = 3,228

^bPercent of variance explained.

**p < .01

Table 4.22

Function Interpretations for the Discriminant Coefficients
for Selectivity and Proportions of Black Faculty and Non-Faculty
And White Faculty and Non-Faculty by Sex, 1977

Function No.	Positive	Negative
1	_____ black female non-faculty _____ white male faculty	_____ selectivity _____ white female faculty _____ black female faculty
2	_____ selectivity _____ black female non-faculty _____ black female faculty	_____ white male faculty _____ white female faculty

Table 4.23

Centroids of Groups in Reduced Space for the Stepwise Discriminant
Analysis for Selectivity and Proportions of Black Faculty and
Non-Faculty and White Faculty and Non-Faculty by Sex, 1977

Institutional Group Type		Function 1	Function 2
1	Flagship	1.48295	.82576
2	Doctoral	1.60876	.84829
3	Comprehensive	0.68731	-.37201
4	Community college	-0.40996	.06227

and doctoral schools versus the community colleges, with the comprehensive schools positioned between them. This relative positioning of the four institutional types with 1977 data replicated the 1975 results. However, there were some differences in the mean scores (listed in Table 4.21); for example, the flagship schools were still the highest on selectivity scores and relative percentage of white male faculty, but the percentage did decline a little over one percent. Community colleges were the lowest on the relative percentage of white male faculty and in fact dropped even lower in 1977 versus 1975 (almost a full percentage point).

The community colleges were highest on the relative proportions of black and white female faculty (0.0282 and 0.3249, respectively) and actually increased those members from 1975. In 1977, as in 1975, the community colleges employed almost twice as many faculty women than the flagship or doctoral schools. While there were shifts in the relative proportions from 1975 to 1977 that indicated some progress was being made, the relative positioning of the institutional types appeared to remain somewhat constant when a selectivity dimension was statistically included in the analyses. The conclusions drawn with the 1975 data (see previous section) did not change with 1977 data. Community colleges appear to be employing women (and in particular, black women) in greater numbers than the other institutional types, after a selectivity variable is accounted.

Differences in Racial and Sexual Proportions - 1977-75

The fifth analysis took the nine variables used in the previous two sections and computed differences by subtracting the 1975 relative proportions from the 1977 data. Each proportion was calculated from that year's data as the base; there was not a common base between the two years. The differences should then

be viewed as differences in the relative proportions between 1975 and 1977.

Table 4.24 shows after selectivity was forced into the analysis first, there were only two variables (both dealing with black women) to significantly contribute in discriminating between the four institutional types. The two variables were the relative proportional differences between black women non-faculty and black women faculty. Table 4.25 reflects different relationships in the pairwise multivariate F ratio matrix from those in some of the previous analyses. The community colleges are significantly different from the comprehensive schools but not from the flagship and doctoral schools. The comprehensive schools are significantly different from the flagship schools and the community colleges. Again, as in all of the analyses, there was not a significant difference between the flagship and doctoral schools (in a multivariate sense).

Table 4.26 presents the group means and standardized discriminant coefficients, and Table 4.27 depicts the relative positioning of the significant variables. Selectivity, black female non-faculty and black female faculty were all located in the positive portion of the first continuum. The second function placed black female faculty on one end of its continuum and selectivity and black female non-faculty on the other.

The group centroids (Table 4.28) point toward viewing the flagship schools and the comprehensive schools as being farthest apart on the first function, with the community colleges located between them. The profile of means in Table 4.26 shows that flagship schools had the highest proportion gain in hiring of black female non-faculty while remaining essentially constant in the relative proportion of black female faculty. The comprehensive schools were the only institutional types to show a relative proportion decline in black female non-faculty. The second function centroids show the community colleges and the comprehensive

Table 4.24

STEPWISE DISCRIMINANT ANALYSIS RESULTS FOR FACULTY AND NON-FACULTY DIFFERENCES, 1975-1977

Step Number	Variable Entered	F to Enter or Remove	Number Included	Wilks' Lambda	Sig.	Rao's V	Change in Rao's V	Sig. of Change
1	Selectivity	6.92492	1	.91649	.000	20.77478	20.77478	.000
2	Non-faculty black female	3.05578	2	.88092	.000	30.59970	9.82492	.020
3	Faculty black female	2.73061	3	.85010	.000	39.02794	8.42824	.038

Table 4.25

Matrix of Pairwise Multivariate F Ratios for the Final Step
for the Differences in Selectivity and Proportions of Black and White
Non-faculty and Faculty Between 1977 and 1975

Type of Institution	Flagship	Doctoral	Comprehensive College
Doctoral	1.23225		
Comprehensive college	4.74684**	1.89414	
Community college	1.88620	1.66495	8.93655**

**
p < .01

Table 4.26

Institutional Types, Means, Univariate F Tests, and Standardized Discriminant Function Coefficients for Differences in Selectivity and Proportions of Black and White Non-Faculty and Faculty Between 1975 and 1977, by Sex

Variable	Group Means				F ^a	Standardized Discriminant Function Coefficients	
	Flagship	Doctoral	Comprehensive	Community Colleges		Function 1	Function 2
Selectivity	2.1250	2.0000	1.5333	1.9236	6.9249 ^{**}	0.86470	-0.07566
Non-faculty black female	0.0249	0.0004	-0.0024	0.0058	2.6698 [*]	0.46758	-0.35248
Faculty black female	0.0002	-0.0069	0.0017	0.0052	2.4992	0.26976	0.97094
						78.72 ^b	16.94 ^b

^adf = 3, 228

^bPercent variance explained.

^{*}p < .05

^{**}p < .01

Table 4.27

Function Interpretation for the Discriminant Coefficients
for Differences in Selectivity and Proportioning of
Black and White Faculty and Non-Faculty between 1975 and 1977

Function No.	Positive	Negative
1	_____ selectivity _____ black female non-faculty _____ black female faculty	
2	_____ black female faculty	_____ selectivity _____ black female non-faculty

Table 4.28

Centroids of Groups in Reduced Space for the Stepwise Discriminant
Analysis for Differences in Selectivity and Proportions
of Black and White Non-Faculty and Faculty Between 1975 and 1977, by Sex

Institutional Group Type		Function 1	Function 2
1	Flagship	.67084	-.533356
2	Doctoral	-.03202	-.70529
3	Comprehensive	-.55829	-.02352
4	Community college	.18060	.06762

schools at the positive side of the group placement, with the doctoral schools at the negative end and the flagship schools nearby. The means in Table 4.26 show that the doctoral schools had a relative proportion loss for black faculty women, while the community colleges had the highest relative proportion gain.

Thus, not only do the community colleges have the highest relative proportion of black faculty women in 1975 and 1977, the data demonstrate that they led the four institutional types in the rate of positive gain for that variable. The community colleges also had the second highest relative proportion gain in black female non-faculty. The flagship schools' relatively large positive increase in black non-faculty women was not matched by a corresponding increase in the relative proportion of black faculty women.

Chapter 5

CONCLUSIONS

This study made use of EEO-6 data on 232 TWIs in eight states to describe and analyze the status of black male and female employees between 1975 and 1977. Analyses of white males and females were included to provide a way to identify the relative gainers and losers. The study was motivated by an interest in providing useful information on the impact of the Adams employment criterion and on the distribution of its impact across salary levels, institutional types, admission, selectivity, and primary occupational activities, with special attention to faculty versus non-faculty employees. The analysis shows that improvement in salary levels occurred for all sex-race groups. In every POA, white males predominated at the highest salary levels and black women at the lowest. For blacks the change in relative POA share was greater in non-faculty than in faculty positions.

When the opportunity came in 1977 to hire new workers, 85% of those hired were white. Most of the blacks hired were in secretarial/clerical, technical/paraprofessional, skilled crafts positions. Only 8.7% were appointed to the faculty. Black males who were tenured faculty members clustered in 1977 at the associate professor level, a step up since 1975. Those who were non-tenured but on track shrank in percentage at the associate professor level. This raises the question of whether they were being promoted or leaving before promotion. Although those who were classified as other remained at the instructor/lecturer level, their relative employment share decreased, as did their share of the temporary and part-time positions.

For black females, a tenured faculty position meant an assistant professorship; for it was at this level that they predominated. Yet, in the two-year period they did make the greatest progress at the rank of professor and the greatest decrease at the instructor/lecturer rank. In non-tenured on-track appointments, they decreased at both the instructor level and the associate professor level. Again, the question of departure or promotion is raised. In the category of other faculty as compared with tenured and non-tenured on track, they were found in much larger numbers and at the lowest level, instructor lecturer. In sum, blacks were less likely to have tenure, and few held faculty positions of high rank.

The number of white female faculty increased both in tenured and non-tenured on track appointments as well as in the ranks of other faculty. The largest percentage increase in the temporary and part-time category occurred among white females who were hired in secretarial/clerical, technical/paraprofessional, and skilled crafts positions. While white females' percentage of temporary and part-time faculty decreased, their numbers increased.

The primary gainers were white males. They clustered at the rank of professor and increased in all others with the exception of the lowest, instructor/lecturer. Their numbers increased in the category of other faculty and in temporary and part-time employees.

By sex, the two-year period saw more gains for men than for women. One explanation for this condition lies in the fact that the Adams employment criterion was preceded by executive orders calling for compliance where race was concerned, whereas sex as a criterion surfaced much later. But the difference in gains still reflects the nation as a whole. Low-paying, dead-end jobs

are the ones held primarily by women. Even when both men and women work full-time year-round, the average woman worker's earnings are approximately three-fifths of men's. Analysis of year-round full-time employees in 1977 revealed that income was lowest for minority race women (of whom blacks constituted 90%).

When POAs were examined, again the TWIs mirrored the national scene. In 1978, women workers made up 80% of all clerical workers but held only 6% of the skilled crafts jobs, 63% of the service maintenance jobs, and 43% of those in professional and technical areas (U.S. Department of Labor, 1979).

Arkansas, the smallest employer of workers in its higher education system, did document the greatest increases in proportions of blacks hired. Speculation suggests that this occurred because of the head start provided by the state desegregation plan completed in 1969. Black men and women did not fare as well as might have been expected in Florida, whose community college system could have provided employment opportunities for those without the doctorate. The number of black employees in Georgia did not reflect its relatively larger black population. And Maryland, with two years in which to increase the number of blacks employed, actually cut back in several POAs.

Considering institutional types, this study shows that by race, after selectivity was controlled, the community colleges were more likely to employ black faculty. Flagship and doctoral institutions were more likely to hire blacks in non-faculty positions, after the relative proportions of black faculty are accounted.

When the sexual dimension was considered, the above conclusion was modified: after controlling for selectivity, community colleges were more likely to

employ black women than flagship and doctoral schools. The important group proportion that distinguished between the four institutional types appeared to be black women.

Suggestions for Further Study

The data base assembled for analysis in this study provides a valuable resource for secondary analysis. For example, discriminant analyses that exclude community colleges are needed. Study of the employment of blacks in executive and managerial positions by institutional type would be useful. Special attention should be directed to the disaggregation of data on black women and black men in non-faculty positions in the various types of schools. The paucity of information about the black woman academician demands more research focused on this group.

The growth of part-time employment in academe in general is reflected in the TWIs analyzed in this study. Although it is a desirable option for certain classes of workers, it can be a trap (Tuckman, 1978). Research is needed on the trend toward utilization of blacks in large numbers in low-level positions at TWIs in the Adams states.

As the monitoring of desegregation in public higher education continues, a longitudinal study should be set in motion. As biennial reports are received, the computer program and files used in this report can form the basis for future analyses.

Analysis is needed in which a parity index, based on the population of sex-race groups in each state, is calculated. Also, direct rather than stepwise discriminant analysis would allow one to compare what the string of variables entered into the analysis statements looks like when all variables are included.

Moreover, it would be useful to determine the rate of wage increase of those hired and the rate at which workers move up through the institutional hierarchy. Studies have begun to appear (e.g., Fleming, Gill, and Swinton, 1978; Smelser and Content, 1980) but more is needed on the arrangements that influence recruitment, hiring, and promotion of blacks in TWIs.

Footnotes to Chapter 1

¹For comprehensive analyses of black faculty in higher education, see . Fleming, Gill, and Swinton (1978), Moore and Wagstaff (1974), and Weinberg (1977).

²The condition of the data originally supplied by the Office for Civil Rights was not good. The first data tape did not have the 1977 data, and the 1975 data was unreadable by standard software packages. The second data tape was readable but contained raw files. The format of the data was different for 1975 and 1977, an important piece of information that was not provided by the OCR. The raw data files had inconsistencies, for example, the actual forms sent in by some schools had different totals for faculty when looking at salary figures versus faculty rank data. Thus, comparative analyses between 1975 and 1977 could differ to the extent of the differences inherent in the heuristics used to group the data. Many of the schools did not report all of the data requested in the EEO-6 form. Any schools that did not file an EEO-6 form for both years were eliminated from the study.

³For example, a close analysis of faculty data indicated a discrepancy between full-time faculty as counted by adding 9-10 month and 11-12 month contracts together (EEO-6 form lines 18 and 74) on the one hand, and by using the total of all full-time faculty by rank and tenure (line 136) on the other. In Maryland for example, in 1975, lines 18 and 74 totalled 140 blacks but line 136 showed 132. To insure consistency, all faculty totals used in Phases I and II were compiled by totalling line 136 plus lines 138, 139, and 140 (temporary faculty) and line 56 (full-time faculty with less than 9-10 month contracts).

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Appendix A

Institutional Types: A Modification of the Carnegie Commission
on Higher Education's Classification
of Institutions of Higher Education (1973)

Type I. Consists of flagship institution in each state.

Type II. Combines Research Universities I and II, Doctoral-Granting Institutions I and II and Professional Schools and Other Specialized Institutions. Includes medical schools and medical centers, other separate health professional schools, schools of engineering and technology, business management, art, music and design, graduate centers, and military institutes. These institutions in the late 1960s excelled in terms of higher federal financial support of academic science or the award of PhD degrees and MD degrees or both.

Type III. Combines Comprehensive Universities and Colleges I and II and Liberal Arts Colleges I and II. Includes institutions that offered a liberal arts program and at least one professional program such as nursing. Many offered Master's degrees. The liberal arts colleges were considered among the top 200 in production of PhD graduates at leading doctoral granting institutions from 1920 to 1966.

Type IV. Consists of two-year community or junior colleges.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION HIGHER EDUCATION STAFF INFORMATION (EEO-6) <i>Public, Private Institutions and Campuses</i>		GAO APPROVAL B-180541 (RO168) EXPIRES 4-30-80	
		FEDERAL AGENCIES This is a joint requirement of the EEOC, Office for Civil Rights, H.E.W. and the Office of Federal Contract Compliance, Department of Labor. All survey inquiries should be directed to the Higher Education Reporting Committee.	
RETURN ADDRESS Mail original and three copies of this form to the address shown by:			
I. IDENTIFICATION			
A. INSTITUTION/CAMPUS OR SCHOOL (OMIT IF SAME AS LABEL)			
1. NAME			
2. STREET AND NUMBER/P.O. BOX	3. CITY/TOWN	4. COUNTY	5. STATE
6. ZIP CODE			
B. REPORT COVERS			
1. SINGLE CAMPUS INSTITUTION		3. MAIN CAMPUS	
2. BRANCH CAMPUS		4. SEPARATE ADMINISTRATIVE OFFICE	
5. OTHER <i>Specify:</i>			
C. PARENT INSTITUTION			
1. NAME INSTITUTION OF WHICH THE BRANCH CAMPUS / MAIN CAMPUS / SEPARATE ADMINISTRATIVE OFFICE IS A PART.			
D. FEDERAL CONTRACT INFORMATION			
1. INSTITUTION OR ADMINISTRATIVELY EQUAL UNIT HAS A CONTRACT/SUBCONTRACT WITH ANY U.S. GOVERNMENT AGENCY FOR:			
A. \$10,000 - \$49,999	☐ YES	☐ NO	
B. \$50,000 - \$999,999	☐ YES	☐ NO	
C. \$1,000,000 OR MORE	☐ YES	☐ NO	

II.

FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY
(Use institution's definition of full-time employment)

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	A. 9 - 10 MONTH CONTRACT SALARIES												
	NUMBER OF EMPLOYEES												
	TOTAL <i>(Sum of sub- B & H)</i>	MALE						TOTAL <i>(Sum of sub- I - M)</i>	FEMALE				
		NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE		
		WHITE	BLACK				WHITE					BLACK	
A	B	C	D	E	F	G	H	I	J	K	L	M	
1. EXECUTIVE ADMINISTRATIVE/ MANAGERIAL													
1. BELOW \$ 7,500													
2. \$ 7,500 - 9,999													
3. 10,000 - 12,999													
4. 13,000 - 15,999													
5. 16,000 - 18,999													
6. 19,000 - 24,999													
7. 25,000 - 29,999													
8. 30,000 AND ABOVE													
9. TOTAL													
2. FACULTY													
10. BELOW \$ 7,500													
11. \$ 7,500 - 9,999													
12. 10,000 - 12,999													
13. 13,000 - 15,999													
14. 16,000 - 18,999													
15. 19,000 - 24,999													
16. 25,000 - 29,999													
17. 30,000 AND ABOVE													
18. TOTAL													
3. PROFESSIONAL NON FACULTY													
19. BELOW \$ 7,500													
20. \$ 7,500 - 9,999													
21. 10,000 - 12,999													
22. 13,000 - 15,999													
23. 16,000 - 18,999													
24. 19,000 - 24,999													
25. 25,000 - 29,999													
26. 30,000 AND ABOVE													
27. TOTAL													
4. SECRETARIAL CLERICAL													
28. BELOW \$ 5,000													
29. \$ 5,000 - 7,499													
30. 7,500 - 9,999													
31. 10,000 - 12,999													
32. 13,000 - 15,999													
33. 16,000 AND ABOVE													
34. TOTAL													

U.S. FORM 10-1 (1-1-77)

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PAGE 2

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY (Use institution's definition of full-time employment)													
A. 9 - 10 MONTH CONTRACT SALARIES (Cont.)													
PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	NUMBER OF EMPLOYEES												
	TOTAL (Sum of cols B & H)	MALE						FEMALE					
		TOTAL (Sum of cols C - G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I - J)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
5. TECHNICAL PARAPROFESSIONAL													
35 BELOW \$ 5,000													
36 \$ 5,000 - 7,499													
37 7,500 - 9,999													
38 10,000 - 12,999													
39 13,000 - 15,999													
40 16,000 AND ABOVE													
41. TOTAL													
6. SKILLED CRAFTS													
42 BELOW \$ 5,000													
43 \$ 5,000 - 7,499													
44 7,500 - 9,999													
45 10,000 - 12,999													
46 13,000 - 15,999													
47 16,000 AND ABOVE													
48. TOTAL													
7. SERVICE/ MAINTENANCE													
49 BELOW \$ 3,000													
50 \$ 3,000 - 4,999													
51 5,000 - 7,499													
52 7,500 - 9,999													
53 10,000 AND ABOVE													
54. TOTAL													
8. SECTION A TOTAL													
55													
B. OTHER													
1. FULL-TIME FACULTY WITH LESS THAN 9-10 MONTH CONTRACTS													
56													
C. 11 - 12 MONTH CONTRACT SALARIES													
1. EXECUTIVE/ ADMINISTRATIVE/ MANAGERIAL													
57 BELOW \$ 7,500													
58 \$ 7,500 - 9,999													
59 10,000 - 12,999													
60 13,000 - 15,999													
61 16,000 - 18,999													
62 19,000 - 24,999													
63 25,000 - 28,999													
64 30,000 AND ABOVE													
65. TOTAL													

FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY (Use institution's definition of full-time employment)													
PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	C. 11 - 12 MONTH CONTRACT SALARIES (Cont.)												
	NUMBER OF EMPLOYEES												
	TOTAL Male and Female A	MALE						FEMALE					
		TOTAL Male and Female B	NON-HISPANIC ORIGIN		HISPANIC C	ASIAN OR PACIFIC ISLANDERS D	AMERICAN INDIAN OR ALASKAN NATIVE E	TOTAL Male and Female F	NON-HISPANIC ORIGIN		HISPANIC G	ASIAN OR PACIFIC ISLANDERS H	AMERICAN INDIAN OR ALASKAN NATIVE I
			WHITE J	BLACK K					WHITE L	BLACK M			
2. FACULTY													
66 BELOW \$ 7,500													
67 \$ 7,500 - 9,999													
68 10,000 - 12,999													
69 13,000 - 15,999													
70 16,000 - 19,999													
71 19,000 - 24,999													
72 25,000 - 29,999													
73 30,000 AND ABOVE													
74. TOTAL													
3. PROFESSIONAL NON FACULTY													
75 BELOW \$ 7,500													
76 \$ 7,500 - 9,999													
77 10,000 - 12,999													
78 13,000 - 15,999													
79 16,000 - 19,999													
80 19,000 - 24,999													
81 25,000 - 29,999													
82 30,000 AND ABOVE													
83. TOTAL													
4. SECRETARIAL/ CLERICAL													
84 BELOW \$ 5,000													
85 \$ 5,000 - 7,499													
86 7,500 - 9,999													
87 10,000 - 12,999													
88 13,000 - 15,999													
89 16,000 AND ABOVE													
90. TOTAL													
5. TECHNICAL/ PARAPROFESSIONAL													
91 BELOW \$ 5,000													
92 \$ 5,000 - 7,499													
93 7,500 - 9,999													
94 10,000 - 12,999													
95 13,000 - 15,999													
96 16,000 AND ABOVE													
97. TOTAL													
6. SKILLED CRAFTS													
98 BELOW \$ 5,000													
99 \$ 5,000 - 7,499													
100 7,500 - 9,999													
101 10,000 - 12,999													
102 13,000 - 15,999													
103 16,000 AND ABOVE													
104. TOTAL													

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY (Use institution's definition of full-time employment)													
C. 11 - 12 MONTH CONTRACT SALARIES (Cont.) ¹													
PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	NUMBER OF EMPLOYEES												
	TOTAL <i>Sum of col. B & H</i>	MALE						FEMALE					
		TOTAL <i>Sum of col. C, D, E, F, G</i>	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMERICAN INDIAN OR ALASKAN NATIVE	TOTAL <i>Sum of col. I, J, K, L, M</i>	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
7 SERVICE MAINTENANCE													
105 BELOW \$ 3,000													
106 \$ 3,000 - 4,999													
107 5,000 - 7,499													
108 7,500 - 9,999													
109 10,000 AND ABOVE													
110. TOTAL													
111 B. SECTION C TOTAL													
D. ADDITIONAL INFORMATION													
1. EXEC/MGR/ADM PERSONNEL WITH ACADEMIC RANK AND/OR TENURE													
2. FULL TIME STAFF PAID IN FULL FROM "SOFT MONEY" SOURCES													
3. FOREIGN NATIONALS (ALSO REPORTED IN 1A, B AND C)													
III. FULL TIME FACULTY BY RANK AND TENURE (Only include employees reported in "FACULTY" sections of reports)													
A TENURED	OMIT IF NO EXISTING TENURE PROGRAM												
115 1. PROFESSORS													
116 2. ASSO. PROFESSORS													
117 3. ASST. PROFESSORS													
118 4. INSTRUCTORS													
119 5. LECTURERS													
120 6. OTHER FACULTY													
121 7. TOTAL													
B NON-TENURED ON TRACK	OMIT IF NO EXISTING TENURE PROGRAM												
122 8. PROFESSORS													
123 9. ASSO. PROFESSORS													
124 10. ASST. PROFESSORS													
125 11. INSTRUCTORS													
126 12. LECTURERS													
127 13. OTHER FACULTY													
128 14. TOTAL													
C OTHER													
129 15. PROFESSORS													
130 16. ASSO. PROFESSORS													
131 17. ASST. PROFESSORS													
132 18. INSTRUCTORS													
133 19. LECTURERS													
134 20. OTHER FACULTY													
135 21. TOTAL													
136 22. SECTION III TOTAL													

IV. OTHER EMPLOYMENT DATA - TEMPORARY AND PART-TIME													
PRIMARY OCCUPATIONAL ACTIVITY	NUMBER OF EMPLOYEES												
	TOTAL <i>(Sum of cols B-G-H)</i>	MALE						FEMALE					
		TOTAL <i>(Sum of cols C-G)</i>	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMERICAN INDIAN OR ALASKAN NATIVE	TOTAL <i>(Sum of cols I-M)</i>	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
A	B	C	D	E	F	G	H	I	J	K	L	M	N
137 EXEC/ADMIN/ MANAGERIAL													
138 FACULTY													
139 TENURED													
139 NON-TENURED ON TRACK													
140 OTHER													
141 PROFESSIONAL NON-FACULTY													
142 SECRETARIAL/ CLERICAL													
143 TECHNICAL PARA- PROFESSIONAL													
144 SKILLED CRAFT													
145 SERVICE/ MAINTENANCE													
146 10. TOTAL													
NEW HIRES <i>(full time between 1 Feb. & 30 Sept.)</i>													
147 EXEC/ADMIN/ MANAGERIAL													
148 FACULTY													
148 TENURED													
149 NON-TENURED ON TRACK													
150 OTHER													
151 PROFESSIONAL NON-FACULTY													
152 SECRETARIAL/ CLERICAL													
153 TECHNICAL PARA- PROFESSIONAL													
154 SKILLED CRAFT													
155 SERVICE MAINTENANCE													
156 20 TOTAL													
REMARKS													
CERTIFICATION: I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. <i>(Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)</i>													
DATE	TELEPHONE NUMBER <i>(Include area code)</i>	TYPED NAME/TITLE OF PERSON PREPARING CERTIFYING REPORT						SIGNATURE					

APPENDIX C

Table
Blacks as a Percent of Total Population
in Adams States, 1976^a

State	% Blacks
Arkansas	17.2
Florida	15.5
Georgia	27.2
Maryland	20.7
North Carolina	22.4
Oklahoma	6.7
Pennsylvania	8.7
Virginia	15.9

^aSource: U. S. Bureau of The Census,
Statistical Abstracts of the United States,
1979. Washington, D. C., 1979, p. 34.

APPENDIX D

List of TWIs Eligible for Study by State

Arkansas

Arkansas Tech University
Arkansas State U Main Campus
Arkansas State U Beebe
Henderson State University
Phillips Co Cmty College
Southern Arkansas U Main Campus
Southern Arkansas U Southwest Technical Inst
University of Central Arkansas
Arkansas U of Main Campus
Arkansas U of Little Rock
Arkansas Medical Ctr, U of
Arkansas U of Monticello
Westark Cmty College

Florida

Brevard Cmty College
Broward Cmty College
Central Florida Cmty College
Chipola Junior College
Daytona Beach Cmty College
Edison Cmty College
Florida Junior College
Florida Keys Cmty College
Gulf Coast Cmty College
Hillsborough Cmty College
Indian River Cmty College
Lake City Cmty College
Lake-Sumter Cmty College
Manatee Junior College
Miami-Dade Cmty College
North Florida Junior College
Okaloosa-Walton Junior College
Palm Beach Junior College
Pasco-Hernando Cmty College
Pensacola Junior College
Saint Johns River Junior College
Saint Petersburg Junior College
Santa Fe Cmty College
Seminole Junior College
South Florida Junior College
Florida International U
Florida State University

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List of TWIs Eligible for Study by State
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Florida (continued)

Florida Technological U
Florida U of
North Florida U of
South Florida U of
West Florida U of
Tallahassee Cmty College
Valencia Cmty College

Georgia

Abraham Baldwin Agrl College
Albany Junior College
Armstrong State College
Atlanta Junior College
Augusta College
Bainbridge Junior College
Brunswick Junior College
Clayton Junior College
Columbus College
Dalton Junior College
DeKalb Cmty College
Emanuel Co Junior College
Floyd Junior College
Gainesville Junior College
Georgia College
Georgia Inst of Technology
Southern Technical Inst
Georgia Southern College
Georgia Southwestern College
Georgia State University
Gordon Junior College
Kennesaw Junior College
Macon Junior College
Medical College of Georgia
Middle Georgia College
North Georgia College
South Georgia College
Georgia U of
Valdosta State College
West Georgia College

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List of TWIs Eligible for Study by State
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Maryland

Allegany Cmty College
Anne Arundel Cmty College
Catonsville Cmty College
Cecil Cmty College
Charles Co Cmty College
Chesapeake College
Dundalk Cmty College
Essex Cmty College
Frederick Cmty College
Frostburg State College
Garrett Cmty College
Hagerstown Junior College
Harford Cmty College
Howard Cmty College
Montgomery College Rockville
Montgomery College Takoma Park
Prince Georges Cmty College
Saint Mary's College of Md
Salisbury State College
Towson State College
Baltimore U of
Maryland U of College Park
Maryland U of Baltimore Co
Maryland U of University College

North Carolina

Anson Technical Inst
Asheville Buncombe Technical Inst
Beaufort Co Technical Inst
Bladen Technical Inst
Blue Ridge Technical Inst
Caldwell Cmty College and Technical Inst
Cape Fear Technical Inst
Carteret Technical Inst
Catawba Valley Technical Inst
Central Carolina Technical Inst
Cleveland Co Technical Inst
Coastal Carolina Cmty College
Albemarle College of
Craven Cmty College

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North Carolina (continued)

Davidson Co Cmty College
Durham Technical Inst
Edgecombe Technical Inst
Fayetteville Technical Inst
Forsyth Technical Inst
Gaston College
Guilford Technical Inst
Halifax Co Technical Inst
Haywood Technical Inst
Isothermal Cmty College
James Sprunt Inst
Johnston Technical Inst
Lenoir Cmty College
Martin Cmty College
Mayland Technical Inst
McDowell Technical Inst
Nash Technical Inst
Pamlico Technical Inst
Piedmont Technical Inst
Pitt Technical Inst
Randolph Technical Inst
Richmond Technical Inst
Roanoke-Chowan Technical Inst
Robeson Technical Inst
Rockingham Cmty College
Rowan Technical Inst
Sampson Technical Inst
Sandhills Cmty College
Southeastern Cmty College
Southwestern Technical Inst
Stanly Technical Inst
Surry Cmty College
Technical Inst of Alamance
Tri-County Technical Inst
East Carolina University
North Carolina State U Raleigh
Pembroke State University

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North Carolina (continued)

North Carolina U of Asheville
North Carolina U of Chapel Hill
North Carolina U of Charlotte
North Carolina U of Greensboro
North Carolina U of Wilmington
Western Carolina University
Vance-Granville Technical Inst
Wake Technical Inst
Wayne Cmty College
Western Piedmont Cmty College
Wilkes Cmty College
Wilson Co Technical Inst

Oklahoma

Cameron University
Carl Albert Junior College
Central State University
Claremore Junior College
Connors State College
East Central State College
Eastern Oklahoma State College
El Reno Junior College
Murray State College
Northeastern Oklahoma Agrl-Mech College
Northeastern Oklahoma State University
Northern Oklahoma College
Northwestern State College
Oklahoma College of Osteo Med and Surg
Oklahoma Panhandle State U
Oklahoma Health Science Ctr U of
Oklahoma U of Norman
Science and Arts of Oklahoma U of
Western Oklahoma State College

Pennsylvania

Bloomsburg State College
Bucks Co Cmty College
Butler Co Cmty College
California State College
Clarion State College

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List of TWIs Eligible for Study by State
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Pennsylvania (continued)

Allegheny Cmty College of (Allegheny Campus)
Allegheny Cmty College of (Boyce Campus)
Allegheny Cmty College of (South Campus)
Beaver Co Cmty College
Delaware Co Cmty College
East Stroudsburg State College
Edinboro State College
Harrisburg Area Cmty College
Indiana U of Pennsylvania
Kutztown State College
Lehigh Co Cmty College
Lock Haven State College
Luzerne Co Cmty College
Mansfield State College
Millersville State College
Montgomery Co Cmty College
Northampton Co Area Cmty College
Pennsylvania State U Main Campus
Pennsylvania State U Allentown
Pennsylvania State U Altoona
Pennsylvania State U Beaver
Pennsylvania State U Behrend College
Pennsylvania State U Berks
Pennsylvania State U Capitol
Pennsylvania State U Delaware
Pennsylvania State U DuBois
Pennsylvania State U Fayette
Pennsylvania State U Hazelton
Pennsylvania State U Hershey Med Ctr
Pennsylvania State U King of Prussia Grad Ctr
Pennsylvania State U McKeesport
Pennsylvania State U Mont Alto
Pennsylvania State U New Kensington
Pennsylvania State U Ogontz
Pennsylvania State U Schuylkill
Pennsylvania State U Shenango Valley
Pennsylvania State U Wilkes-Barre
Pennsylvania State U Worthington Scranton
Pennsylvania State U York
Reading Area Cmty College
Shippensburg State College
Slippery Rock State College

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Pennsylvania (continued)

Temple University
Pittsburgh U of Main Campus
Pittsburgh U of Bradford
Pittsburgh U of Greensburg
Pittsburgh U of Johnstown
Pittsburgh U of Titusville
West Chester State College
Westmoreland Co Cmty College
Williamsport Area Cmty College

Virginia

William and Mary College of
Christopher Newport College
Richard Bland College of The College of William and Mary
George Mason University
Longwood College
Madison College
Mary Washington College
Old Dominion University
Radford College
Virginia U of
Virginia Commonwealth University
Virginia Military Inst
Virginia Poly Inst and State University
Blue Ridge Cmty College
Central Virginia Cmty College
Dabney Lancaster Cmty College
Danville Cmty College
Eastern Shore Cmty College
Germanna Cmty College
J Sargeant Reynolds Cmty College
John Tyler Cmty College
Lord Fairfax Cmty College
Mountain Empire Cmty College
New River Cmty College
Northern Virginia Cmty College
Patrick Henry Cmty College
Paul D Camp Cmty College

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Virginia (continued)

Piedmont Virginia Cmty College
Rappahannock Cmty College
Southside Virginia Cmty College
Southwest Virginia Cmty College
Thomas Nelson Cmty College
Tidewater Cmty College
Virginia Highlands Cmty College
Virginia Western Cmty College
Wytheville Cmty College

Research Team

Anne S. Pruitt, the principal investigator, is Associate Dean of the Graduate School and Professor of Education in the Faculty of Special Services at The Ohio State University. She is a graduate in psychology of Howard University with graduate degrees from Columbia University. Her experience includes serving as dean of students at Albany State College and at Fisk University and on the faculty of Case Western Reserve University. She has authored several publications dealing with desegregation in higher education and is presently engaged in research on the desegregation process in Nashville, Savannah, and Norfolk. She is a member of SEF's Research Task Force.

Elisabeth C. Plax, who served as associate investigator, holds a doctorate in student personnel administration from Case Western Reserve University. She has worked as consultant in career development for Project Choice, a W.E.E.A.P. funded two-year project, and has worked extensively with TRIO programs. Both her master's thesis and doctoral dissertation reflect specific research interest in the status of black professionals in higher education.

William R. Kennedy served as statistical consultant. He holds a doctorate from Pennsylvania State University and has had broad experience in providing statistical consultation at Pennsylvania State, the University of Florida, the Cleveland Public Schools, Case Western Reserve University, and Cuyahoga Community College where he serves as Director of Instructional Development and Student Assessment.